

REPORT
OF THE
RUNNING STAFF
PAY AND ALLOWANCES
COMMITTEE.



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PART I.

CHAPTER I.

INTRODUCTION.

APPOINTMENT OF THE COMMITTEE AND ITS TERMS OF REFERENCE.

The Railway Board, *vide* their letter No. E47-CPC/AL/(1), dated 1st July, 1948 appointed a Committee to be known as the "Running Staff, Pay and Allowances Committee", composed of the following Officers :—

- (1) Mr. D. P. Mathur, an Officer of the Accounts Department of the E. P. Railway, as Chairman.
- (2) Mr. M. D. Balaraman, an Officer of the Transportation (Traffic) and Commercial Department of the G. I. P. Railway, as Member.
- (3) Mr. N. G. Hoskote, an Officer of the Transportation (Power) Department of the M. & S. M. Railway, as Member.

The Terms of Reference of the Committee were as follows :—

- (i) To examine the prescribed scales of pay recommended for Drivers, Firemen, Guards, and other Running Staff on Railways by the Central Pay Commission, and to make recommendations in respect of reasonable basic scales to replace these prescribed scales in the light of actual conditions of work and of the reduction in the hours of work, as recommended in the Adjudicator's Award and also in view of the desirability of obtaining suitable direct recruits for these categories.
- (ii) To frame revised Running Allowance Rules for Running Staff on a uniform basis for all Indian Government Railways, keeping in mind the desirability of ensuring that the total emoluments of running staff prior to the introduction of the prescribed scales are, as far as possible, not reduced upon the alteration in the basic scales, and the formulation of the new basis for the payment of running allowances. *संयमन नयने*
- (iii) To make recommendations regarding the standards that should be adopted uniformly on Indian Government Railways in designating and classifying Drivers, Firemen, Guards, etc. in the various grades finally fixed for them.
- (iv) To make recommendations regarding the recruitment, training and channels of promotion for Drivers, Firemen, Guards, etc.
- (v) To make any other recommendations concerning Drivers, Firemen, Guards, etc.

Scope.—Though the expression "Running Staff" for the purpose of Hours of Employment Regulations issued by the Governor-General in Council under powers given by the Indian Railways Amendment Act, 1930 includes

not only the staff connected with the actual working of the trains such as Drivers, Shunters, Firemen, Guards and Brakesmen but also others such as Travelling Van Checkers and Porters, Travelling Stores Delivery Staff, Travelling Ticket Examiners and other staff who actually work on running trains, the Committee's investigations were confined to the former category, i.e., the Running Staff properly so-called. The exclusion of the latter category from the scope of the investigations was made with the approval of the Railway Board.

Duration of Inquiry.—The Railway Board desired that the investigations should be completed as expeditiously as possible and that the Report should be made available to the Board by the 15th August, 1948. In spite of the complexity of the problem, having regard to the shortness of time within which the Committee were expected to complete their investigation and submit their Report, it was not possible for the Committee to spare more than a few days for examination of details at the Headquarters of each Railway Administration visited during the course of their tour.

2. Procedure.—The Committee assembled at New Delhi in the office of the Railway Board on 1st July, 1948 and after settling a few preliminary details undertook visits to the Headquarters of the nine Indian Government Railways performing most of the journeys by air. The Committee discussed the issues affecting the Pay and Allowances of the Running Staff with the Heads of the Administrations as well as the Heads of Transportation, Mechanical and Personnel Departments of the various Railways. Advantage was also taken during the course of the tour to ascertain the views of the Unions and other Employees Associations recognised by Railway Administrations on important issues affecting the Pay and Allowances of Running Staff. A copy of the Itinerary is enclosed as Appendix A.

The Railway Administrations were asked to furnish information on the following points and to make it available to the Committee during their visit to their Headquarters :—

- (1) The average basic pay drawn by the staff of the various grades in the post-1931 scales of pay and the running allowances drawn by them during 1947-48, indicating the level of emoluments of the various grades of staff in each category.
- (2) The average mileage and the average number of hours worked by the various grades of staff per month.
- (3) Particulars of the allowances in an itemised form paid at present to Running Staff for other than running duties.
- (4) The existing channels of promotion of the Running Staff, Loco and Traffic.
- (5) The Links of the Loco and Traffic Staff to indicate the distribution of staff by class of service, and the Working Time-Tables.
- (6) Particulars showing the number of posts sanctioned for each of the post-1931 grades in the various categories of the Loco and Traffic Running Staff, showing in juxtaposition the posts at present allotted to the various scales prescribed by the Central Pay Commission.

After examination of the data, the Committee met the Heads of the Loco, Traffic, and Personnel Departments with their Deputies at a formal meeting to ascertain their general opinion on the following points :—

- (1) The level of total emoluments considered reasonable for the various grades of Running Staff, Loco and Traffic.
- (2) The distribution of such total emoluments as between pay and running allowances.
- (3) Suggestions regarding the basis on which running allowances should be paid to Loco and Traffic Running Staff, *i.e.*, whether on mileage basis, on trip basis, on time basis, or partly on mileage and partly on time basis.
- (4) Suggestions regarding simplification of the Rules regulating Payment of Running Allowances.
- (5) The desirability of correlating various grades of Drivers and Guards under the proposed pay structure with the Services, *i.e.*, Mail and Express, Passenger, Goods, etc.
- (6) The desirability of having two channels of promotion amongst the Loco Running Staff, one for the directly recruited Firemen with higher educational qualifications, and the other for a cleaner promoted fireman with inferior literacy attainments.
- (7) The standard of the educational qualifications and training to be prescribed for Firemen on the Loco side and Guards on the Traffic side.
- (8) Whether Brakesmen should be partly recruited from the open market or entirely manned by promotion of Class IV staff.

The Committee also had informal discussions with the General Manager of each Railway where the views ventilated by the Departmental Representatives were further discussed.

The Unions and Employees' Associations recognised by the Railway Administrations, *vide* Appendix B, who had sent written Memoranda, were also afforded an opportunity to discuss formally in conference with the Committee, any further points they wished to bring up for consideration. Opportunity was also taken by the Committee to ascertain the views of the Unions and Associations so represented in the Conference, on the points enumerated in the preceding paragraph.

CHAPTER II.

GENERAL CONSIDERATIONS AND HISTORICAL BACKGROUND.

3. Basis of Enquiry.—The Central Pay Commission in paras. 29, 30 and 31 of Part III (C) of their Report dealt with the question of fixation of emoluments payable to Running Staff on the Railways. The relevant portions of their remarks are extracted below :—

“29. *Running Staff.*—In determining the emoluments payable to running staff on the Railways, there are two problems which

create difficulty. One is that at present there are different basic scales of pay obtaining in different railway systems. The second is that there obtains in all railways the practice for this category of staff to earn fairly substantial amounts every month under the head of "Running, etc." allowance. It seems to be recognised that though called an allowance, the running allowance is, to a large extent, part of the pay of the staff. This is made clear by the fact that allowances to the extent of 75 per cent. of pay are paid to the staff even when they are on leave or on other duty and the Provident Fund contribution is also calculated on the same footing. In the course of the evidence, we felt that this system of disbursing a substantial portion of the pay in the form of allowances was not satisfactory and we learnt that that view was also shared by the Railway Board and the Board had been in correspondence with the Railway Administrations with a view to modifying that system, incorporating a large percentage of the allowance with the pay. We were, however, informed by the Chief Commissioner and the General Managers that the "Running Allowance" system could not be wholly dispensed with because the payment of some allowance was necessary to give the administration control over the work done by the Running Staff. The exact manner in which this portion of the allowance can be separated from the portion which forms part of the salary is now under the consideration of the Board. It looks as if it will be some time before the Board can reach a satisfactory conclusion on this matter.

If, pending the settlement of this allowance problem, we are not to leave the question of pay of this category of staff alone, two courses seem to be open to us—(i) either to recommend what may seem to us fair total emoluments for different grades of each of this category of staff, or (ii) to recommend what we may consider fair basic scales of pay. Our attempts on the lines of the former method did not produce any satisfactory results as we could not obtain complete information as to what amounts this category of staff had been making during recent years on the different railways. Without such detailed information, we might be affecting them prejudicially if we fixed the total emoluments at such arbitrary figures. If we adopt the second course it must be noted that with the increase of the basic pay, the allowances will also automatically increase as they generally bear a certain proportion to the basic pay and this may lead to an increase in the amount of the total emoluments beyond what we intend. We are accordingly suggesting a kind of ceiling limit as an interim proposal. It may be that by changing the method of calculating the Running Allowance, the Railway Board may, even with reference to the new basic rates of pay that we suggest, be able to bring about an equitable level of total emoluments. Indeed, for other reasons also, it seems desirable to adopt some independent method of calculating the Running Allowance without linking it up with the basic pay of each employee. In our attempt to fix the basic pay, we have to face

a further difficulty ; this arises from the diversity of scales of pay obtaining in the various railways. We very much wish that this diversity is reduced to a minimum. We accordingly recommend a number of scales some of which may be adopted according to the importance of the trains concerned. It, however, seems to us necessary at the moment to leave a measure of discretion to the Railway Board to attain the above purposes in the most convenient manner possible.

Adapting to a certain extent the standards which we have adopted for recommending increases in the salaries of such of the static staff as may be regarded as corresponding to the various grades of Running Staff, we suggest the following basic scales of pay for the Running Staff :—

	Rs.
Drivers	(i) 60—150 (ii) 100—185 (iii) 150—225 (iv) 200—300
Shunters	(i) 60—80 (ii) 75—105 (iii) 60—150
Firemen	(i) 40—60 (ii) 60—80 (iii) 75—105*
Augwallas	(i) 35—50 (ii) 40—60
Guards	(i) 60—170 (ii) 100—185 (iii) 150—225
Brakemen	(i) 40—60 (ii) 60—80

In addition to the above basic scales of pay, Running Allowances shall be paid to such staff in accordance with the existing rules. For the time being these allowances must not exceed the average monthly Running Allowances drawn by an employee during 1946 (or part of that year if appointed during that year). We may add that the above scales have been suggested on the basis of the existing practice as to hours of work, etc. If any radical change in this respect comes about as the result of the Adjudicator's award, these scales as well as the scales herein suggested for all other categories of staff affected by the award may have to be reviewed."

4. It will be observed that the Central Pay Commission encountered difficulty in framing pay scales for Running Staff in general, partly because no finality had been reached in regard to the apportionment of the total emoluments as between the two elements which they were composed of, one of which we shall for convenience sake refer to as (a) basic pay, and the other (b) Running Allowances, and partly because the issue in regard to the limitation

*Mr. Anthony considers the maximum should be raised to Rs. 125 particularly as many firemen are required to work as such for several years before they can hope to become drivers.

of the hours of work performed by the category of Running Staff was pending the Award of the Adjudicator at the time the Pay Commission submitted its recommendations. Indeed the Commission envisaged in the concluding sentence of para. 29 of the Report quoted above that "if any radical change in this respect comes about as the result of the Adjudicator's Award, these scales as well as the scales herein suggested for all other categories of staff affected by the award may have to be reviewed".

5. The necessity for revision of the structure of the emoluments of Running Staff following the implementation of the Award was also adverted to in para. 274 of the Hon'ble the Adjudicator's Report reproduced below :—

"Here I must make a passing reference to a question which was repeatedly raised before me in the course of the Adjudication proceedings. The Administrations argued that the Running Staff themselves would be opposed to a limitation of hours of duty as this would affect their earnings, while the contention of the Running Staff was that their hours of work should be reduced on humanitarian considerations but that this should not affect their emoluments. I am not directly concerned with the question of emoluments which has presumably been considered by the Central Pay Commission. There is, however, some force in the contention of the Running Staff that when there is likelihood of betterment of earnings in respect of other employees, they should not be adversely affected by any change. At the same time it seems obvious that emoluments earned by excessive work cannot be made a basis for computing normal emoluments, when working hours are reduced to more reasonable limits. It must, however, be remembered that the Railway Board have themselves recognised "the desirability of avoiding serious alterations in the average emoluments earned by individuals" in their letter of 23rd November 1945. The solution, therefore, appears to be to fix the basic pay of the post on a reasonable level, having regard to the work normally expected from the Running Staff as envisaged in the Board's letter of 17th August, 1946. The application of the Regulations will have to be considered in conjunction with the revision of the structure of their emoluments."

6. A review of the pay scales proposed by the Central Pay Commission for application to Running Staff as envisaged in the Pay Commission's Report and a revision of the structure of their emoluments as indicated by the Adjudicator in his award have thus become necessary. The general revision of pay structure applicable to all Central Government servants as recommended by the Central Pay Commission, followed by the Adjudicator's Award in regard to the limitation of the hours of work to be performed by Running Staff, only served to bring to a head the need for standardising the rules regulating the payment of running allowances to Running Staff in general.

7. *Robertson Report*.—So diverse were the rules in force for payment of overtime and Running Allowances on the various railways, quite a number of which were then under the management of Companies domiciled in England (which have since come under the management of the Indian Government)

that as far back as 1931, Mr. Hayman, then the Member (Staff), Railway Board, remarked on this subject as follows :—

“ It is imperative in any revision of scales of pay of subordinate establishments of our Railways to bring about, either at the same time or before, a revision of the rules regulating the payment of mileage and overtime to the running establishments, namely, Drivers, Firemen, and Guards. The Board has instructed Mr. D. M. S. Robertson to investigate this problem and to submit recommendations. Without in any way wishing to prejudice the proposals he will submit, I would here record that some simple method which would be readily understood by the employees and easily applied in accounting and audit is what is really required.”

8. In 1931, the Railways were in the trough of the depression and Mr. Robertson's duties were directed largely to secure a reduction in the cost of Running Staff and not only to achieve simplification and uniformity in the rules on the subject. Mr. Robertson's Report submitted to the Railway Board on the 5th November, 1931, in compliance with Board's letter No. 756EG of 7th April 1931 submitted two schemes referred to in the Report as A and B. Both the schemes purported to show economies in pay and allowances and substantial economies in the cost of compilation of pay bills by eliminating unnecessary calculation and clerical work. Scheme A envisaged the adoption of a basic rate of pay fixed on the approximate average of the then existing pay, supplemented by a running allowance payable after a fixed number of miles, to be worked daily, had been “ exacted ” from the mileage completed during the month. Allowances for the performance of other than running duties, were fixed in a manner designed to involve the minimum of calculation. The following advantages were claimed for Scheme A :—

- (i) An incentive to work rather than be absent, as more pay is earned while working than during absence.
- (ii) An incentive to work more while at work, as the more miles run, the greater the allowance.
- (iii) The method of compilation is easy, as no daily calculations are involved, the exaction being applied to the monthly total of mileage run.
- (iv) The allowances for performing service other than running are fixed and provide for better pay, when filling positions of greater responsibility, thus creating a desire for promotion.

9. Scheme B envisaged the adoption of a basic rate of pay fixed slightly above the then existing average, with a fixed allowance for performing running duties. The advantages of this scheme were held to be that nearly all calculations were avoided as no allowance was to be paid for performing duties other than running, except when acting in superior posts, as the fixed allowance was intended to cover all duties. An incentive to work, rather than be absent, was provided by the factor that the allowance was not earned during absence. This scheme was, however, held to suffer from certain disadvantages, as, while at work, there was no real incentive to work hard, as one man would draw the

same fixed allowance as another as long as both were at work. During leave the staff concerned were to draw pay only and not any part of the consolidated allowance.

10. Mr. Robertson's proposals were referred to the Agents of the then State-managed Railways for expression of their views. There was considerable difference of opinion thereon and the Board came to the conclusion that the proposed schemes were open to certain material objections and decided not to proceed further with them but to confine themselves to asking Agents to consider the question of framing new overtime and mileage allowance Rules for new entrants into the service in the context of new scales of pay for subordinate and inferior servants, then under contemplation.

11. Arising out of a D. O. reference from the then General Manager, M. & S. M. Railway, Mr. H. N. Colam, this subject was placed before a meeting of the Railway Board with Agents of Class I Railways, held at New Delhi, on the 23rd March, 1934. The discussion centred round the theme whether Running Staff should be paid on the time basis as some railways were and are still doing or on the mileage basis, and the weight of opinion expressed was in favour of the adoption of a method of reckoning Running Allowances based on the principle "that the amount that can be earned will not be at the expense of good time keeping. In other words, the system should offer an incentive to the crew to exert themselves to get to their destination expeditiously and not a temptation to increase earnings by longer time spent on the road". The Board, however, declined to interfere in the matter of changes in the respective rules regulating the payment of these allowances on the various railways and authorised the Agents to make such changes in their rules as they thought fit without reference to the Railway Board.

Railway Board's proposals for a solution of the problem.

12. The question came up again for consideration in 1946 in connection with the introduction of the post-war scales of pay and the application of the Hours of Employment Regulations to Running Staff, which was receiving consideration by the Railway Board. The Board, after careful consideration of all the issues involved, addressed all Indian Government Railways, in their letter No. E44AL101 1 (R), dated 17th August, 1946, enunciating the principles which should govern any revision of the mileage and overtime allowance rules applicable to Running Staff. The principles laid down are briefly summarised below :—

- (a) Increasing the proportion that basic pay bears to total emoluments, so that this basic pay becomes "the pay of the post".
- (b) A corresponding reduction in the proportion that running allowances bear to basic pay, so that these allowances shall be compensatory only and treated as such.
- (c) Application of the Hours of Employment Regulations to Running staff.
- (d) Simplification of the rules and uniformity in their application to all railways.

13. The essence of this scheme was the elimination of the element of pay included hitherto in Running Allowances and its incorporation in basic pay to be supplemented by the payment of a compensatory allowance which was to be correlated to the trips performed. Apart from the basic pay and trip allowances, Running Staff were to be eligible for :—

- (i) Overtime, when the hours put in exceed an average of 60 hours a week (then contemplated as the ceiling limit), such overtime being paid at $1\frac{1}{2}$ times the hourly rate ;
- (ii) Allowance in lieu of Running Room amenities when Running rooms had not been provided by the Administration at out-stations ;
- (iii) Under Rest Allowance, when the staff were called out to work before completing the scheduled rest admissible at the headquarters station only, subject to the minimum of 8 hours' rest which the staff must be allowed to enjoy ;
- (iv) Over Rest Allowances when staff are detained at out-stations for a period in excess of 16 hours ;
- (v) Accident Allowance, for work done by staff in connection with accidents, all the time spent being treated as overtime ;
- (vi) Travelling Allowance, when Running Staff undertake journeys other than in-charge of trains.

14. The Board required Railway Administrations to prepare their schemes on the lines indicated above and to compile schedules of trip allowances and to suggest suitable basic scales of pay for Running staff. The Railways were required to furnish a statement showing the pay and allowances of certain typical categories of Running Staff under the existing structure and those admissible under the pay structure proposed in their letter.

15. The replies sent by Railways furnishing their comments on Railway Board's proposals make interesting reading. It is not within the compass of this Report to set out, in any degree of detail, the answers furnished by every Railway to each individual query raised in Board's letter, dated 17th August, 1946. It would suffice if a reference is made to the views offered by the different Railway Administrations on the basic principle underlying the Board's proposals. Whilst the major Railways, *e.g.*, the E. I., B. N., G. I. P. and the old N.W. sounded a strong note of warning against the fundamental principle which formed the basis of Railway Board's proposals, *i.e.* elimination of the pay element from the Running Allowances and reduction of the latter to the status of a mere Travelling Allowance, the other Railway Administrations, *e.g.*, the S. I., M. & S. M., O. T. and the old B. A., appeared to be quite reconciled to the principle enunciated by the Board and furnished the factual data called for by the Board. Extracts of the views recorded by the major Railways on the basic principle enunciated by the Board in their letter of 17th August, 1946 are reproduced below :—

E. I. Ry.—

“ I do not agree that the Trip Allowance should be regarded merely as having the nature of a Travelling Allowance as suggested in para 4 (a) of Board's letter. The amount of work required from Running Staff is necessarily varied. In times of light traffic, Goods

train crews do less work than in times of busy traffic ; the strain on a driver is much greater when working fast trains on a dense traffic section than when working slow trains on a Branch line ; working heavy Goods trains on a main line section is much more arduous than working on a feeder line ; working up a grade is more arduous than working down a grade.

Inevitably, therefore, there is an urge for staff to try and dodge the difficult jobs and get on to the easy ones. Therefore, it is desirable that the system of payment should provide a counterbalancing incentive to make the arduous jobs attractive. Contrary to the statement in the opening para of Board's letter, I am of the opinion that Running Allowances must be regarded as a form of job or task system of payment in which higher payment is given for more arduous tasks. The trip system as successfully applied by the old E. I. Ry. Company is such a system. Trip Allowances varied from $1/8$ day's pay to about $5/8$ day's pay per trip with a few higher allowances for outstandingly difficult jobs."

B. N. Ry.—

"The Chief Mechanical Engineer of this Railway, however, strikes a note of warning against possible adverse results in the shape of reluctance on the part of Running Staff to work certain trains. They might evade working certain trains, because they involve heavy work, e.g., Tranship Trains. He is of the opinion that the present method of payment of overtime, which forms a substantial part of aggregate emoluments of Running Staff, provides an incentive for them to willingly offer for working any train. If their basic pay is raised sufficiently higher, and if other allowances they earn by working trains constitute only an inconsiderable percentage of their basic pay, the incentive for undertaking arduous work is removed, and possible consequences may be that they will have no interest in their job. To make the intention clear, if a driver whose present pay is Rs. 120/- per month and Overtime Allowances are Rs. 100/- per month were put on the scale of pay of Rs. 200/- per month and asked to earn about Rs 20/- per month more by way of Trip Allowance, he would, in all probability, try to evade working trains which involve heavy work, e.g., Tranship Trains".

This view may be regarded as rather retrograde ; all the same it is one that cannot be altogether overlooked having regard to the present-day labour conditions in the country.

As a mean between the two extremes, enhancement of the basic pay is proposed to be effected as shown below :—

(1) Loco Deptt.—

Drivers	.	.	.	.	.	.	.	50 %
Shunters	}	.	.	.	.	.	.	75 %
Firemen		.	.	.	.	.	.
Khalasis		.	.	.	.	.	.

(2) Transportation Deptt.—

Guards	{	.	.	.	.	66 2/3 % roughly.
Brakesmen	}	.	.	.	.

G. I. P. Ry.—

"In this connection it may be pointed out that in laying down the revised policy for Running Allowance, the essential difference between the duties performed by Stationary Staff and those by the Running staff must be given careful consideration. While appreciating the Board's view that the running allowances should form a smaller proportion of the total emoluments than at present, it is considered that the running allowances should not be so low as to cease to be an incentive to staff who are hard-working and conscientious. It is essential that staff who do not put in a reasonable amount of work on trains should be penalised for their slackness. Not unusually Guards and Drivers are reluctant to work trains at odd hours and under extreme weather conditions and also avoid working trains which involve long hours of duty and it is feared that a further reduction in the present level of the Running Allowances might remove the incentive to work hard and result in a drop in efficiency. Unless, therefore, it can be assured that by avoiding work a substantial financial loss is involved a general slackness is bound to result".

N. W. Ry.—

"The effect of the new proposals on efficiency cannot be definitely assessed. Under current rules, locomotive staff attempt to avoid trips short in mileage or time. Under the new proposals, they will probably attempt to avoid the trips long in mileage, as they are more arduous and the trips long in time as they curtail rest. It is agreed, however, that the margin between normal hours per month and the hours more than which overtime will be paid is sufficiently wide to defeat dilatory tendencies. It is felt that the new proposals will be welcomed by most of the staff on account of the assured stability of their earnings, leave salary, provident fund contributions, and the increase in their gratuity. From the point of view of the Administration, however, it is felt that the reduction in the proportion of Running Allowance to total emoluments may result in an increase in refusals of duty by staff in order to avoid the more arduous and the more uncomfortable trips, especially during the very hot months and periods of peak traffic. In accordance with the rules framed under the Payment of Wages Act and/or the Hours of Employment Regulations, staff refusing or coming late to duty cannot be summarily dealt with, by for instance, being marked absent for the day or even for a short period. Each such case has to be dealt with under the lengthy procedure of the existing Discharge and Dismissal Rules resulting in embarrassing indiscipline of the staff, a state of affairs widely prevalent at present. Some legislation will be desirable to give Railway Administrations summary powers to deal with such indiscipline".

16. From the remarks extracted above, it will be apparent that even as late as 1946, the comparatively bigger Railway Systems were opposed to any drastic departure from the fundamental principles which governed

payment of the emoluments to Running Staff partly as basic pay and partly as Running Allowances, which also included a substantial element of pay. In spite of the consensus of opinion expressed in favour of simplification of the rules regulating the payment of Running Allowances and their uniform application to all Railways, some Railways still clung to the 'old-fashioned' idea that Running Staff should be distinguished from other stationary staff and should therefore continue to be paid substantial Running Allowances for the numerous duties performed by them in the discharge of their duties. The principles that should govern the future Pay and Allowance structure of Running Staff have been dealt with in a later chapter in the light of the discussions which took place in the course of the present enquiry with Railway Administrations. It may, however, be remarked, at this stage, that, though opinion was divided on the point whether Running Allowances should be scaled down to an extent which would reduce them to the status of a mere Travelling Allowance, there was fairly general agreement on the point that Running Allowances should form a smaller proportion of the total emoluments than hitherto.

CHAPTER III.

GENERAL REVIEW OF SYSTEMS IN FORCE ON THE VARIOUS RAILWAYS REGULATING THE EMOLUMENTS OF RUNNING STAFF.

SECTION A.

RUNNING ALLOWANCES.

17. For a proper appreciation of the criticisms levelled against the present practice of paying emoluments to Running Staff partly as 'Basic pay' and partly as 'Running Allowances', it is necessary briefly to outline the systems in vogue on the different Railways for reckoning the emoluments of Running Staff. A study of the various systems, albeit their many shortcomings, helps us to formulate the basic principles which should govern the future Pay and Allowance structure of the Running Staff.

18. Reference has already been made to the practice obtaining on all Railways for Running Staff to earn fairly substantial amounts every month under the heading 'Running Allowances' as distinguished from 'Basic Pay'. The Running Allowance, though called an allowance, constitutes to a large extent part of the pay of the staff. The State Railway Provident Fund and Leave Rules recognised this position, *vide* relevant extracts reproduced below :—

"1302 (10)-R.—'Running Allowance' means the allowance granted to non-gazetted railway servants for the performance of duties directly connected with the charge of moving trains, and includes a mileage, overtime or Trip Allowance"

"1302 (4) (ii)-R.—The monthly emoluments of a non-gazetted railway servant entitled to Running Allowances shall include the actual amount of running allowances drawn by him during the month, limited to a maximum of seventy-five per cent of his pay."

" 1308 (ii)-R.—In the case of a person on leave, other than leave without pay, the amount of subscription shall be one-twelfth of his substantive pay (including overseas pay and personal pay), on the date immediately preceding his leave *plus* one-twelfth of the average running allowance earned per month during the twelve months preceding the month in which his leave begins, limited to seventy-five per cent of the substantive pay, except that..."

" 707 (6)-R.—'Average pay' means the pay drawn or that would be drawn by a railway servant in the permanent post held substantively by him on the date preceding that on which he proceeds on leave; provided that the pay of staff entitled to running allowances shall include the average running allowances earned during the 12 months immediately preceding the month in which a railway servant proceeds on leave, subject to a maximum of 75 per cent of average pay "

The State Railway Rules regulating the payment of gratuities (Special Contribution to Provident Fund) also confirm this position. Apart from this, 'Running Allowances' are treated as pay for a number of other purposes as well, e.g., Educational Assistance, Recovery of Rent, Issue of Privilege Passes, etc. The relevant State Railway Rules are also extracted below :—

New Rules.

" 1107 (3)-R.—'Pay' for this purpose shall be substantive pay and shall include Running Allowances to the extent to which these are taken into account for State Railway Provident Fund subscriptions. "

Old Rules.

" 1108 (5) (b)-R.—'Pay' for the purpose of clause (a) means substantive pay and includes officiating pay, special pay and personal pay. In respect of staff entitled to running allowances, it also includes running allowances subject to a maximum of 75 per cent of pay. "

Extracts from State Railway Engineering Code.

" 1916-E.—*Definition of emoluments.* * * * *

In the case of persons appointed to the Train and Running establishments on or after the dates noted below whether they were previously employed on the Railway or not, the term 'emoluments' should also include 'running allowances', which should for each month be considered to be the equivalent of 50 per cent of the employee's pay drawn for the month :—

1st August 1928 on the North Western Railway.

30th June 1928 on the Eastern Bengal Railway.

1st October 1932 on the East Indian Railway.

1st April 1935 on the Great Indian Peninsula Railway.

In the case of a railway servant under suspension and in receipt of a subsistence grant, 'emoluments' means the amount of the subsistence grant received provided that if such railway servant is subsequently allowed to draw pay for the period of suspension the difference between the rent recovered on the basis of the subsistence grant and the emoluments ultimately drawn should be recovered from him. "

Extract from Railway Board's letter No. 6502-T, dated 16th December, 1938, regarding issue of free passes.

"In the case of running staff entitled to mileage allowance the total emoluments, i.e., pay plus 75 per cent of pay, will determine the class of pass admissible."

The Rules quoted above represent the position under the State Railway Rules. The position on Railways, then under Company management, under the old Company Rules, is materially the same.

19. Though in character 'Running Allowances' had the attributes of pay for all practical purposes both on State-managed and Company-managed Railway Systems, the rules regulating their payment to Running Staff varied widely, particularly in regard to the methods adopted for their calculation in respect of Loco Running Staff.

The essential principles which governed the calculation of these 'Running Allowances' on the different Railways are detailed below :—

(a) *Loco Running Staff.*

S. I. Railway.—Drivers and Firemen are paid what are known as "overtime allowances" by a method described as the 'trip systems' in accordance with which the crew of passenger trains, including Specials and Light Engines, are allowed 1 hour's overtime for every 40 miles run on the trip; those of Mixed trains 1 hour's overtime for every 30 miles run on the trip and those of Goods trains 1 hour's overtime for every 20 miles run on the trip. The term 'trip' is held to include a run of 50 miles and over in one direction. In addition, the time covered by engine attendance before commencement and after completion of the trip is also paid for as overtime. The sum total of the time payable under this method is known as 'trip allowances' and covers all detentions on the run, whether caused by the Transportation, Commercial, Engineering or Mechanical Deptt.

The time made up on the run is also paid on the aggregate hours completed in one month, in the case of Passenger and Mixed trains, and terminal shunting performed in excess of 15 minutes is also paid for.

Trips under 50 miles, including Bunking, Shunting and Ballasting, etc. are paid by a method described as the '8 hours' system, in accordance with which 8 hours constitute a day's work, overtime being payable when this period is exceeded inclusive of time spent in engine attendance such time being paid for at the rate of $\frac{1}{3}$ of a day's pay per extra hour worked, 30 working days in a month being the basis for calculation of a day's overtime.

M. & S. M. Railway.—(Old Rules).—Payment is made by a method which is also called the 'trip system' but differs in essentials from the S. I. Railway's method. In this system schedules are drawn up which include Timetable time with allowances for fast running and engine attendance. The allowance for fast running is added to the running time, including halts at stations, as per the Working Timetable in force, and is calculated as a fixed percentage of the running time, the percentages for Broad Gauge trains ranging from 65 per cent for the fastest trains to 5 per cent for the slowest trains.

Detentions of half an hour or more in excess of the booked stopping time at a station for which shunting orders are not given are also paid for. Shunting and ballast trains working are paid on actual hours worked. The total time so calculated is paid for in the following manner :—

The month's pay is considered equivalent to 208 hours and the time in excess earned over 208 hours in a month is treated as overtime and paid for at the same rate.

M. & S. M. Railway.—(New Rules).—In the New Rules, a mileage allowance has been substituted for the old complicated system of overtime allowances and is reckoned on a fixed rate per 100 miles' run, being Rs. 3 for Drivers, Re. 1 for Firemen, Rs. 1-8 for Traffic Yard Shunters and Re. 0-12-0 for Augwallas. The mileages for Traffic Yard Shunting and for working Ballast trains is computed at a rate of 8 miles per hour of duty subject to a minimum of 40 miles per day.

G. I. P. Railway.—(Old Rules).—Drivers are paid on the exaction principle for mileage in excess of the prescribed number of miles per working day for each class of train. This exaction varies from 110 miles per day for the fastest train to 45 miles for the slowest. Exaction is not made on more than 24 working days per mensem for Mail or Passenger trains, nor on more than 26 working days per mensem for Goods and Mixed trains. For the time spent on leave, including sickness, A. F. I. duties, shunting, ballasting and engine turning no mileage is 'exacted'.

The excess mileage after applying the 'Exaction' is paid for at the following rates :—

For drivers.—From 6-9 pies per mile applicable to those drawing pay at Rs. 72 p.m. to 16-4 pies per mile applicable to those drawing pay at Rs. 310 p.m. per calendar month.

For Firemen.—From 3-9 pies per mile for those drawing Rs. 40 p.m. to 7-9 pies for those drawing Rs. 115 p.m.

For Shunters.—From 4-3 pies per mile applicable to those drawing pay at Rs. 46 p.m. to 6-9 pies per mile applicable to those drawing pay at Rs. 72 p.m.

For Augwallas.—From 1-6 pies per mile to those drawing pay at Rs. 17 p.m. to 3-1 pies per mile applicable to those drawing pay at Rs. 30 p.m.

Mileages at enhanced rates are payable for crew running over the Bhoze and Thull Ghats. An allowance of 50 per cent is added to the mileage earned on all Goods mileage run in excess of 3,000 miles per mensem with Goods trains on the double line, and 2,500 miles on the single line.

G. I. P. Railway.—(New Rules).—Payment is made at a fixed rate per 100 miles for all the mileage run varying with the rate of pay of the crew and the class of train worked.

Shunting crew are paid substantive pay for all hours worked up to 8 hours in a day, any hour worked in excess being reckoned at 5 miles an hour, and paid at the rate of Rs. 3 per 100 miles. The rate for Shed shunting and Traffic Yard shunting ranges from Rs. 4 to Rs. 3 per 100 miles. Ballast train crew are paid substantive pay plus 66 per cent. for 8 hours' work a day. Time

worked in excess of 8 hours is paid for at the same rate proportionately. All extraordinary detentions of over 5 hours are specially shown in the Guard's Report explaining the causa of the detentions and, if not due to the fault or negligence of the Running Staff are to be calculated at 5 miles an hour and paid for accordingly at the discretion of the Controlling Officer.

B., B., & C. I. Railway.—(Metre Gauge).—Loco crew are paid on hour basis, a working day being equivalent to 8 hours. In the case of Schedule trains each trip is rated as equivalent to a certain number of hours for payment of overtime allowance. 'Detentions' not due to the fault of the crew and 'time made up' as per Guard's Detention Certificate are also paid for.

For non-schedule trains payment is made for the actual hours worked. upto 8 hours per day and excess over 8 hours at $1\frac{1}{2}$ the rate.

One hour is added to each day's work to include engine attendance time.

B., B. & C. I. Railway.—(Broad Gauge).—Loco crew are paid by hours, 8 hours constituting a standard day, each trip being evaluated as follows :—

- (1) Fast Passenger Trains.—one hour for every 15 miles run *plus* engine attendance time.
- (2) Slow Passenger and Parcel trains.—The trip value is calculated either on a mileage or time basis whichever is greater, the former being assessed at 1 hour for every 13 miles *plus* the allowance for engine attendance, and the latter on the Working Timetable time *plus* engine attendance.
- (3) Mixed Trains.—Working timetable time *plus* 20 per cent. thereon, *plus* the engine attendance time.
- (4) Goods trains.—Fixed allowances in hours as per schedules drawn up.

Shunting, Ballast train working, etc., is paid under the 'Day rate system of payment' for the actual number of hours worked subject to a minimum of 8 hours payment for less than 8 hours work from 'Booking on' to 'Booking off'.

E. P. Railway.—Running staff are paid overtime allowance of 1 day's pay for each 100 miles run or 8 hours duty of shunting in addition to substantive pay. An allowance is also paid for long hours on duty at the rate of $\frac{1}{3}$ of a day's pay for every hour worked in excess of 8 hours continuous duty provided such delay is not due to their fault.

Engine crew employed on short runs are paid overtime on the hourly basis ; Ballast train crew are paid for at 8 miles per hour for the first 8 hours and $12\frac{1}{2}$ miles per hour for the remaining period.

O. T. Railway.—Loco staff are paid on the 'trip system' each trip between sections being equated to specified hours.

Non-schedule work such as shunting, ballast train working, etc., is paid for on actual hours worked, at one day's pay for 8 hours work.

E. I. Railway.—(Ex-Company Rules).—In the case of Mail, Express and Parcels trains, mileage allowance is paid at a fixed rate per mile for mileage run in excess of the number of miles prescribed as a day's work for each section. The 'exaction' varies from section to section and ranges from 80 to 110 miles.

In the case of Passenger and Goods drivers, overtime is paid for on the so called 'trip system', each run being expressed as a fraction of a day's pay.

Ballast train drivers and firemen are paid consolidated overtime at the rate of $\frac{1}{3}$ of a day's pay per working day.

Shunters are paid for all time worked over 8 hours at $\frac{1}{3}$ of a day's pay per hour.

Crew of Through Goods Trains, where they have been on duty for 14 hours or upwards from the time of 'signing on' to 'signing off' are also paid on the hour system at the rate of $\frac{1}{3}$ of a day's pay per hour exceeding 8 hours work.

Ex-O. & R. Staff.—Running allowance is paid to all drivers, shunters and firemen for each 100 miles run or 8 hours duty of shunting.

Drivers and firemen are also paid $\frac{1}{3}$ of a day's pay for every extra hour detained on duty with their engines after they have been continuously on duty for 8 hours, provided such delays are not due to their own fault.

Ballast train crew are paid for at 8 miles per hour, shunting by train engines also being reckoned at the same rate.

B. N. Railway.—No overtime is paid until the staff have completed 208 hours in a month. All hours earned in excess of this limit are paid for at the rate of $\frac{1}{3}$ of a day's pay for every hour earned. The number of hours earned is computed as follows:—

(a) *For crew working Schedule traintime payable includes:—*

- (i) Time-table time.
- (ii) Engine attendance time.
- (iii) For passenger, Mixed or Fast Goods trains, a special time allowance for each hour spent on the run, dependent upon the overall speed of the train, and the length of the run.

NOTE.—Incidental delays en route for which the crew are not responsible are separately credited for payment.

(b) *For crew working non-schedule trains*, the time earned is reckoned on the actual number of hours worked per day from 'signing on' to 'signing off'.

Assam Railway.—Running Allowance is paid to drivers and firemen at the rate of 1 day's pay for each 100 miles run for all trains except Ballast trains. This allowance is, in addition, to pay and covers all detentions shunting at roadside stations and running time upto a total of 12 hours. For duty over 12 hours, $12\frac{1}{2}$ miles is allowed in addition for every hour worked. This allowance will be in addition to the mileage run, but will not be paid when time is lost due to negligence on the part of the engine crew.

Mileage for Shunters and their firemen is calculated at $12\frac{1}{2}$ miles for each hour's work.

Overtime allowance for Stone Ballast and Material trains is calculated at the rate of 10 miles for each hour's work, 100 miles so earned being reckoned as equal to one day's overtime in addition to pay.

(b) Traffic Running Staff.

Guards and Brakesmen on all railways without exception are paid mileage allowance at fixed rates per 100 miles run, rates varying with the pay or grades of pay of the staff.

Short runs, shuttle services and Ballast trains are generally paid for on one or the other of the following basis :

- (i) At fixed miles, say 8, 10, 12½ or 25 miles S. I., M. & S. M., G. I. P.,
per hour of work. E. P., B. N..
- (ii) At a fixed daily allowance per wagon O. T.
dealt with.
- (iii) Consolidated monthly allowance . . . E. I.
- (iv) At an allowance fixed as a proportion G. I. P. (New).
of basic pay.

NOTE.—Some Railways in addition also pay a truck money either per wagon per trip or daily allowance in lieu. O. T., E. I.

Certain Railways pay enhanced mileage at 50 per cent in excess of normal rates for working goods trains; E. P., O. T., E. I. (O. & R. staff).

General Comments.—It will be observed that, while the Traffic Running Staff on all Railways are paid on a mileage basis, the position is very complicated in regard to Loco Running Staff. The so-called 'trip' system of payment adopted for Loco Running Staff on certain Railways connotes payment on mileage system, as on the South Indian, or on time basis, as on the M. & S. M.

Generally, the S. I., G. I. P. and E. I. under the old rules—and B., B. & C. I. Railway in respect of certain trains, pay Loco Running Staff on mileage principle. The G. I. P. and the E. I. modify the mileage system by applying what is termed as the 'exaction' principle, that is paying for mileage in excess of a specified mileage. The application of this principle provides the maximum incentive for movement, but it is unpopular with the staff. The M. & S. M. and the B. N. Railways pay on a time basis. The E. P. and Assam Railways adopt the mileage-cum-time principle.

Broadly, the systems of payment in force on various Railways are based on —

- (1) purely mileage principle ;
- (2) mileage-cum-exaction principle ;
- (3) time principle ; and
- (4) mileage-cum-time principle.

Under all systems, Running Allowances payable for Loco and Traffic Running Staff bear some relation to the pay of the employee in question. The Committee, as has been explained in Chapter IV, have adopted the mileage principle as being the most simple, rational and conducive to efficient operation.

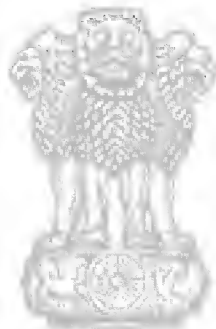
SECTION B.

SCALES OF PAY IN FORCE ON RAILWAYS AND PROPORTION WHICH RUNNING ALLOWANCES BEAR TO BASIC PAY.

20. A wide variety of pay scales are in force on the Railways. The pattern of pay scales applicable to Loco Running Staff was apparently based on the recognition of class distinctions on almost all railways.

One class of scale was made applicable only to European firemen, shunter and drivers. Anglo-Indian firemen, shunters and drivers came in for slightly lower scales. The lowest classes of scales were allotted for Indian firemen, shunters and drivers. Reference has been made to this fact, as multiplicity of scales on the loco side was very largely the result of class distinctions.

To complete the picture of emoluments drawn by the various categories of staff, Annexure A is enclosed to indicate the proportion which the running allowances bear to the basic pay.



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PART II.

CHAPTER IV.

PRINCIPLES THAT SHOULD GOVERN THE FUTURE PAY AND ALLOWANCES STRUCTURE OF RUNNING STAFF.

SECTION A.

DISTRIBUTION OF TOTAL EMOLUMENTS AS BETWEEN PAY AND RUNNING ALLOWANCES.

21. Prescription of uniform scales of pay depend on standardisation of Running Allowance Rules.—The Central Pay Commission adverted to the multiplicity of the scales of pay obtaining on the various railways and the consequent difficulties experienced by them in suggesting suitable basic scales applicable to all the railways. Reference has already been made in the preceding chapter to the diverse practices adopted on the different railways for reckoning running allowances and it has also been indicated how the running allowances on the different systems of payment obtaining on the various railways were co-related to the pay or the grade of the employee in question. The manner in which running allowances are linked to the pay or grade of the employee also differs from railway to railway. On some railways the running allowances are calculated at specified rates per mile or per 100 miles depending upon the pay of the employee in question. On others, the running allowances are calculated at rates proportional to the pay of the employee in question. The system of reckoning running allowances at a rate per 100 miles is universal in its application to traffic Running staff, while the system of calculating Running Allowances at rates proportional to pay of the staff concerned applies to loco running staff on a majority of the railways. It is hardly necessary, therefore, to reiterate what has been observed by the Central Pay Commission that any enhancement of the basic scales of pay will automatically be accompanied by an increase in the Running Allowances. It must also be remembered that the ratio which Running Allowances bear to basic pay fluctuates within wide limits from railway to railway mainly due to the divergent principles adopted by the different railways in the matter of reckoning Running Allowances. It follows from what has been stated above that, unless the system of paying Running Allowances is standardized, the application of uniform scales of pay to the running staff on all the railways would affect the level of total emoluments in varying degrees, on different railways.

22. Whether Running Allowances should retain the character of pay.—The evolution of a new method of computing Running Allowances, uniform in their application to all the railways in India, is thus an essential pre-requisite to any attempt at standardization of pay scales applicable to Running Staff on all the railways in India. In this connection, the fundamental issues which arise for consideration are (1) whether Running staff should continue to earn a substantial part of their emoluments as Running Allowances or (2) whether the allowances could, with advantage, in the contemplated pay structure, be brought down to a level representing an inconsiderable part of their emoluments roughly corresponding to the out-of-pocket expenses incurred by them in the course of their Running duties.

This leads us to the controversy, referred to in the second chapter of the Report, which ended with the issue of Board's letter No. E45LE-101/R, dated 17th August 1946, referred to in para. 12 of Chapter II.

23. Any formulation of the principles that ought to govern the future pay and allowance structure of Running Staff will depend on the decision taken on this important question of policy. It is necessary to detail here the arguments for and against the rival courses to adopt. The arguments in favour of the course outlined by the Railway Board in their letter of the 17th August, 1946, referred to above are —

- (1) The system of payment would be in conformity with the principles generally adopted for other classes of staff on railways.
- (2) It would make for simplicity by elimination of cumbersome regulations governing payments to Running staff when they are pulled out of their normal running duties and detailed on special work not involving charge of moving trains.
- (3) The practice of reckoning a part of the Running Allowances for the purposes of calculating leave salary, contribution to Provident Fund and payment of gratuity (special contribution to Provident Fund) could be discontinued.
- (4) The higher basic pay would make for stability in remuneration paid to these categories of staff and eliminate the chances of sudden fluctuations in their emoluments brought about by causes beyond their control, for example, due to fall of traffic.
- (5) The conditions under which Running Staff will work under the Adjudicator's Award do not cater for that measure of elasticity possible under the present dispensation, in which they could work up to fatigue point and increase their emoluments by extra work.
- (6) The allowances payable under this scheme, if fixed at the levels of travelling allowances payable to other staff, may still be deemed to retain an element of 'incentive' provided they are directly related to the mileage run.

The arguments against the proposal are —

- (i) Running allowances have for many years been considered as 'Pay' for the purpose of contribution to Provident Fund, calculation of leave salary and gratuity (special contribution to Provident Fund). From the point of view of the Running Staff therefore, the Running Allowances as a whole (subject to the ceiling limit of 75 per cent. of basic pay) would need to be merged in basic pay, if the staff are not to suffer financially, else the proposal would amount to withdrawal of existing privileges in the matter of contributions to Provident Fund, calculation of leave salary, gratuity, etc. Any artificial increase in the scale of pay, in lieu of the existing privileges, would appear to be obviously unjustifiable; on the other hand, the deprivation of existing privileges might lead to discontent amongst the staff.

- (ii) The present procedure under which Running staff earn a substantial part of their emoluments in the shape of Running Allowances as measured by the quantum of work done provides an element of incentive which would be lost with the merging of the Running Allowances in pay. If all Running Staff qualify for the same basic pay regardless of the mileage run by them, the incentive to work up to the maximum efficiency will be eliminated. The Travelling Allowance, limited to cover their out-of-pocket expenses, could hardly be expected to provide the incentive.
- (iii) Owing to the wide variation in the levels of total emoluments obtaining on various Railways, it would be necessary to prescribe separate scales of pay for each Railway or at least groups of Railways which would largely defeat the objective of standardisation of basic wages.
- (iv) The implementation of the Adjudicator's Award imposes an obligation on the administration to see that running staff do not work beyond the hours of duty stipulated in the Award. Adhering strictly to the letter of the Award, Running Staff may be content to work up to the prescribed number of hours of duty and may become indifferent to the need for quick movement of traffic on which wagon turn-round so largely depends. Should slowing up of traffic actually materialise, operational efficiency may be seriously jeopardised.
- (v) The repercussions on operating conditions, following the implementation of the Adjudicator's Award cannot be gauged at present with any degree of certainty. It would be inopportune to embark simultaneously on a revolutionary change in the system of payment to running staff, unless it is positively certain that such a change would not militate against operating efficiency. Psychologically also, running staff may find it difficult to adjust themselves to work under a new system devoid of the incentive element.
- (vi) Substantial advantages can be achieved by simplification of the present rules of payment of Running Allowances without disturbing in a radical manner the present distribution between pay and Running Allowances.

24. Views of Railway Administrations.—During the discussions with the several Railway administrations contacted in the course of the Committee's tour, their views were obtained on this vexed question. The following observations made by Sir Jeffery Reynolds, General Manager of the S. I. Railway, clinch the issue :—

“As a result of the discussions which took place with the Members of the Running Staff Committee during which conditions not only here but on other railways were considered, I am not at all sure in my own mind whether it will be either worthwhile or in itself actually

desirable to try and reduce the extent to which overtime and other allowances form part of the total emoluments of a driver and fireman. It seems that at the present time monetary inducement is, if anything, more necessary than it has been in the past. I feel that there is considerable danger that if what are now regarded as overtime or running allowances were to all intents and purposes eliminated, it would be found later on, essential to restore them which could then only be done on the basis which would increase the pay of the staff over and above their present total emoluments."

The views of the G. I. P., E. I., B. N. and E. P. Railway Administrations, if anything, confirmed those voiced by Sir Jeffery Reynolds reproduced above. Representatives of the M. & S. M. and O. T. Railways were not, however, quite agreed in their views and reflected opinions not unfavourable to the Board's proposals.

25. Conclusion.—After careful consideration, the Committee have come to the conclusion that, while the system of payment adumbrated in Board's letter of the 17th August 1946 referred to above would represent an ideal, it would not be expedient, in the context of the uncertain labour conditions prevailing at present, to divest running Allowances of their "pay character" and reduce them to mere travelling allowances. The practice said to be prevailing in the United States of America, where running staff are paid their wages entirely in the form of running allowances without being paid any basic pay as retainer fee, lends countenance to the Committee's view.

26. Proportion which Running Allowance should bear to basic pay.—The next question is what proportion should Running Allowances bear to the basic pay. In the concluding part of Chapter III, reference has been made to the proportion which Running Allowances at present earned by the various categories of staff bear to their basic wages, *vide* Annexure A based on the information furnished by the Railway Administrations. It will be observed that the proportion of allowances to basic pay is as high as 223 per cent. on the E. I. Railway and as low as 38 per cent. on the S. I. Railway. It will also be observed that the percentages on the B. I., B. N., E. P. and G. I. P. Railways are generally on the high side, while those on the Assam, O. T., S. I. and M. & S. M. Railways are on the low side. The Railways thus appear to be divided broadly into two groups. The views held by Departmental representatives of the various Railways differed regarding the proportion which Running Allowances should generally bear to the basic pay. The G. I. P., E. I. and E. P. Departmental representatives preferred a fifty-fifty ratio as between basic pay and running allowances, the latter not being less than 75 per cent. of the basic pay as far as possible. The B. B. & C. I. and S. I. Railways were content with relatively lower percentages, *i.e.*, 50 per cent. of the basic pay in the case of loco staff and 33½ per cent of the basic pay in the case of traffic Running Staff. The Loco Superintendent and the Traffic Manager of the O. T. Railway were singular in their views that the allowances may even be as low as 25 per cent. It is understandable because the existing level of emoluments on the O. T. Railway are extremely low and adoption of any uniform scales of pay for running staff cannot but result in a substantial increase in their salary and would more than cover their present pay *plus* Running Allowances. Opinion was, however, practically unanimous that the basic scales of pay of

Running Staff should register an increase over the present (post-1931) scales of pay. Any other course would not fit in with the general recommendations of the Central Pay Commission.

27. In the light of the data furnished and the views expressed by the Railway Administrations, the Committee have reached the following general conclusions :—

- (a) That the basis of payment of Running Allowances should be standardised with a view to its adoption uniformly on all Railways and that Running Allowance should be correlated to work done.
- (b) Increase in the levels of the Basic pay of Running Staff would necessarily involve a reduction in the proportion which Running Allowances bear to basic pay on the hypothesis that total emoluments are not materially altered.
- (c) The monetary value of the Running Allowances must continue to represent a substantial proportion of the basic wage, the proportions necessarily depending on the variations in the mileages performed by the same grades of staff on different railways.
- (d) Despite the variations in the earnings accruing in the form of Running Allowances, the requisite inducement would not be lost if the Running Allowances, on an average, range from 60 per cent. to 80 per cent. of the *increased* basic pay for Loco staff generally, and from 40 per cent. to 50 per cent. of the *increased* basic pay in the case of the Traffic Running Staff.

SECTION B.

LEVELS OF TOTAL EMOLUMENTS.

28. *Present levels of total emoluments.*—Under the new pay structure the division of total emoluments into basic pay and Running Allowances would follow the fixation of appropriate levels of emoluments for the various classes of Running Staff, with due regard to the conditions of work which will obtain on the implementation of the Adjudicator's award.

One of the two courses which the Central Pay Commission proposed to adopt was to recommend what seemed to them fair total emoluments for the different grades of staff. The detailed information, for want of which the Central Pay Commission felt unable to recommend suitable levels of total emoluments, have been made available to the Committee by the Railway Administrations. Within the short time at their disposal, several Administrations felt handicapped in exercising the measure of scrutiny necessary to ensure that the figures were accurate. The figures supplied could, however, be relied upon as presenting a fair picture of the levels of remunerations of the various categories of running staff under revised (post-1931) scales of pay and are reproduced below. The levels of remuneration indicated below do not strictly correspond to the specific grades obtaining on each Railway. For facilitating comparison, the corresponding levels of remuneration have been broadly grouped together.

Category.	S.I.	M. & S.M.	G. I. P.	B.B. & C.I.	E.P.	O.T.	E.I.	B.N.	Assam.
<i>Drivers.</i>									
Top Grade	422	421	422	558	..	..	566	393	..
Next Grade	327	339	290	..	360 } 315 }	..	350	322	260
Next Grade	253	246 206	200	204	..	..	253	..	200 } 196 }
Next Grade	145	179	145	120	140	80 } 80 }	135 } 100 }	160	100
<i>Shunters.</i>									
Top Grade	93	..	..	169 } 111 }	130	..	160	..	160
Next Grade . . . .	..	54	80	..	58	53	64	67	68
<i>Firemen and Augwallas.</i>									
Top Grade	74	106	132	116	83	..	90	..	75
Next Grade	62	..	60	70	56	..	..	..	..
Next Grade . . . .	..	42	40	39	..	32 } 21 }	40 } 35 }	34 } 29 }	40 } 27 }
<i>Motormen.</i>									
Top Grade	209	..	220	..	..	..	..	..	..
Next Grade	146	..	..	..	..	..	..	..	..
<i>Rail Motor Drivers</i>									
	95	..	..	..	..	..	..	..	..
<i>Guards.</i>									
Top Grade	207	..	247	255	209	..	270 } 255 }	260	..
Next Grade	167	..	185	195	..	170	..	190	..
Next Grade	120	..	122	157	123 } 116 }	140	..	164	..
Next Grade	76 } 57 }	..	97 } 60 }	100	..	100	110	..	..
Brakeman	30	..	50	50	..	60	..	34	..

NOTE.—As post-1931 employees do not hold posts in the higher grades of drivers and guards on most railways, the emoluments shown above represent the earnings which they would have drawn in the respective grades.

The above figures disclose that the levels of remuneration for drivers on the E. P., O. T. and Assam Railways are generally lower than those obtaining on the G. I. P., E. I. and B. N. Railways. The figures pertaining to the

E. P. Railway need not be considered as quite representative, as the disturbed conditions which followed the partition of the country have adversely affected traffic moving on that Railway and correspondingly the earnings of running staff. A second reason, which applies *a fortiori* to the O. T. Railway, is that the highest grade of drivers in force on both these railways has by prescriptive right been hitherto reserved exclusively for Europeans with the result that the posts borne on the highest grade are regarded as a diminishing cadre. On the O. T. Railway, scales of pay for Indian drivers are poor and as they work all classes of services the level of remuneration attained has to be equated to the lowest group.

Among the major railways, the E. I. Railway can be said to attain the peak in the level of total emoluments. This is due to the high density of traffic moving on this system and the long runs performed by Mail and Express drivers on that Railway at the high speed of 52 miles per hour.

29. Views of Railway Administrations.—The Committee endeavoured to obtain the views of Railway Administrations on the question of levels of total remuneration in the new pay structure under contemplation. It would be hardly reasonable to expect complete unanimity of opinion on this issue, as the existing levels of remuneration are largely conditioned by such variable factors as :—

- (i) Widely divergent basic scales determined by tradition in the matter of recruitment and local conditions obtaining on each railway ;
- (ii) The diverse methods of paying Running Allowances ;
- (iii) Widely differing mileages performed by the different categories of Running Staff from Railway to Railway.

It was, however, gratifying to note that the views expressed by Railway Administrations, *vide* Annexure B-I disclosed a fair measure of agreement on essentials. The Committee's view of a fair level of emolument is based on the greatest common measure of agreement reached on the basis of the suggestions made by the Railways.

30. Views of the Unions.—A reference in this connection is necessary to the views ventilated by the Unions and other representative bodies which contacted the Committee at the headquarters of the various Railway Administrations. These Bodies had also submitted written memoranda presenting their demands which had been pitched very high. During the course of discussions with the Unions their reactions were ascertained to a possible reduction in earnings consequent on the implementation of the Adjudicator's Award. All the Unions made it perfectly clear that running staff would not submit to any reduction in their present level of emoluments following the implementation of the Adjudicator's Award. Almost all of them voiced the view that running staff had suffered in the past by long hours of duty and any reduction in their total emoluments, on the plea of reduced hours of work following the implementation of the Award would be unjust. It was gathered that running staff, in common with other stationary staff looked forward to the prospect of improvement in pay scales, which has generally followed the acceptance by Government of the Central Pay Commission's recommendations. At Calcutta,

to a specific question put by the Committee, five Associations representing the E. I. and B. N. Railways who jointly met the Committee, suggested the following maxima and minima levels of emoluments for the various categories of running staff :—

	Rs.
Drivers—	
Maximum	500
Minimum	300
Shunters—	
Maximum	200
Minimum	150
Firemen Grade I—	
Maximum	150
Minimum	100
Firemen Grade II—	
Maximum	100
Minimum	75
Khallasis and Augwallas—	
Maximum	80
Minimum	60
Guards—	
Maximum	400
Minimum	250
Brakesmen—	
Maximum	150
Minimum	80

31. Conclusion.—Taking all factors into consideration the following would, in the opinion of the Committee, represent fair and reasonable total levels of emoluments for the various categories of running staff :—

	Rs.
Drivers—	
Top grade Maximum ranging from	450—550
Intermediate grade Ditto	325— 350
Lowest grade Ditto	250— 275
Shunters —	
Grade I Ditto	150
Grade II Ditto	120
Firemen—	
Grade I Ditto	120
Grade II Ditto	90
Khallasis and Augwallas Ditto	75

Guards—				Rs.
Top grade	.	.	Maximum ranging from	300—325
Intermediate grade	.	.	Ditto	250—275
Lowest grade	.	.	Ditto	200—225
Brakemen	.	.	Ditto	90—100

NOTE.—The levels of total emoluments suggested for traffic running staff, it will be observed, represent levels substantially higher than their present scales of remuneration. The Committee feel that the prescription of lower levels would not be in keeping with the spirit of the Central Pay Commission's recommendations regarding the appropriate scales of pay for the traffic running staff.

CHAPTER V.

SECTION A.

SCALES OF PAY TO BE ADOPTED FOR RUNNING STAFF IN THE FUTURE PAY STRUCTURE.

32. The first item of the Terms of Reference is “to examine the prescribed scales of pay recommended for Drivers, Firemen, Guards and other running staff on railways by the Central Pay Commission and to make recommendations in respect of reasonable basic scales to replace these prescribed scales in the light of actual conditions of work and of the reduction of hours of work, as recommended in the Adjudicator's Award and also in view of the desirability of obtaining suitable direct recruits for these categories”.

33. *Levels of mean pay for Loco Running Staff.*—In Chapter IV the Committee have indicated their views regarding the total levels of emoluments for each category of staff as well as the proportion which the running allowances should generally bear to the basic wages. In the background of the conclusions already reached and giving due weight to the scales of pay recommended by the Central Pay Commission in their report, it is considered that the following should represent fair levels of mean pay of the various grades, for each category of staff :—

	Rs.
(1) Drivers—	
Grade A	270
Grade B	200
Grade C	125
(2) Shunters—	
Grade A	90
Grade B	70
(3) Firemen—	
Grade A	75 (Directly recruited literate class)
Grade B	55 (Semi-literate class doing actual firing.)
Grade C	45 (Semi-literate class coal breakers).

34. Incremental stages in the time scale for Loco and Traffic Running Staff.—The Committee consider that the incremental scales should have the following stages of increments :—

Driver—	Stages.
Top grade	6
Intermediate grade	10
Lowest grade	15

Shunters.—The scales for shunters should have 6 and 10 incremental stages in Grades A and B respectively.

Firemen.—Directly recruited Matriculate Firemen will have 10 incremental stages of which two increments will accrue during the period of training.

Firemen in the semi-literate or illiterate classes (cleaner promoted Firemen), the incremental stages of 10 and 5 in the lower and higher grades respectively are considered adequate.

Guards.—In respect of Guards, the Committee are of the opinion that the scales of pay and the incremental rates recommended by the Central Pay Commission are sufficiently liberal and no change in the Central Pay Commission's scales is, therefore, recommended.

Brakesmen.—Here also the Committee desire to adhere to the scales of pay and the rates of increments recommended by the Central Pay Commission. The grades of Brakesmen should apply to staff who are used as assistants to Guards, by whatever designation they might be called. The present system of utilisation on certain Railways of high paid Guards and clerks to work as assistants to Guards in charge of luggage, packages, etc., appears to be uneconomic. Such staff could with advantage be replaced by Brakesmen.

35. Scales of pay recommended.—On the basis of the conclusions already reached regarding the average pay for each category of staff and the rates of increment, the Committee would suggest the adoption of the following scales for various categories of Running Staff :—

Drivers—	Rs.
Grade A	220—15—310
Grade B	150—10—250
Grade C*	80—5—130—E.B.—8—170
Shunters—	
Grade A	75—5—105
Grade B	60—2½—70—E.B.—2½—85
Firemen—	
Grade A**	60—3—90
Grade B	50—2—60
Grade C	40—1—50 (II Firemen, Khalasis or Angwallas.)

* Also applies to Motormen. ** Also applies to Asstt. Drivers on Elec. Sections.

	Rs.
Guards—	
Grade A	150—7—185—8—225
Grade B	100—5—125—6—155—E.B.— 6—185
Grade C	60—4—120—E.B.—5—170
Brakesmen—	
Grade A	60—5/2—80
Grade B	40—1—50—2—60

36. *Rationale underlying the various scales of pay recommended.*—In suggesting the above scales of pay, multiplicity thereof has been avoided as far as possible. The rationale underlying the scales recommended by the Committee, *viz.*, three grades for Drivers and Guards, 2 grades for shunters, 3 grades for Firemen including Augwallas or Khalasis and 2 grades for Brakesmen, needs some explanation.

37. *Drivers.*—Some Railways suggested the desirability of having a fourth grade for Drivers to be utilised, in accordance with their present practice, in one of the following ways :—

- (1) For manning staff promoted from the ranks of the semi-literate, Cleaners, *e.g.*, the E. I. Railway.
- (2) For assigning the lowest grade to Drivers working branch line trains, *e.g.*, the G. I. P. Railway.
- (3) For drivers employed as shunters.

38. The Committee consider it unnecessary to assign a separate grade to the directly recruited Firemen as distinguished from those promoted from the semi-literate class. It is visualised that, with the growth of literacy, more men of suitable type who could compete for higher posts of Drivers would be available by promotion from Class IV shed staff. The Committee, however, agree with the view generally expressed by the Railway Administrations and strongly represented by the Unions that the minimum of the lowest scale of Drivers prescribed by the Central Pay Commission, *viz.*, Rs. 60 is very low, having regard to the admittedly more arduous nature of duties of Drivers as compared with those of Guards of corresponding status and to the fact that even 'B' grade Shunters receiving promotion to the rank of Drivers would be in receipt of pay substantially higher than Rs. 60.

39. The Committee having considered the specific suggestions of some of the Railway Administrations and Unions, *vide* Annexures B-II and B-III hold the view that the minimum of the lowest grade of Drivers need not be higher than Rs. 80. They, however, recommend that the directly recruited (literate) Firemen who will pass from the Shunters' Grade 'A' (Rs. 75-5) should receive a higher initial salary of Rs. 100 in the lowest grade of Drivers. This course would also be justified by the fact that this class, which is intended to man the top and intermediate grades of Drivers and of higher stationary appointments of Foreman and Asst. Foreman, need not spend more than about ten years in the lowest grade before qualifying for promotion to the Intermediate grade of Drivers.

40. Firemen.—The provision of three scales of Firemen is based on the need for maintaining two channels of promotion dealt with in a subsequent chapter. On almost all the Railways, except the S. I., where Firemen are recruited from engine-cleaners who have read up to matric. Firemen are recruited from two sources, one from the ranks of Engine Cleaners and other shed staff of illiterate or semi-literate class, who are promoted as second Firemen, termed as Khalasis or Augwallas who break coal on all Railways. First Firemen are either directly recruited literate class or promoted from the ranks of Second Firemen and are employed on firing duties. It is therefore, necessary to recognise three classes of Firemen :—

- (a) Those recruited directly with literacy qualifications (Matric, Schol Final or Junior Cambridge).
- (b) First Firemen or Leading Firemen promoted from the ranks of Khalasis or Augwallas—semi-literate class—and who do firing like the directly recruited Firemen.
- (c) Second Firemen (or Khalasis or Augwallas) employed on coal breaking work.

The minimum pay of Rs. 60 for the directly recruited Firemen has been suggested, as suitable persons with educational qualifications and strong physique cannot be expected to adopt a career less congenial and attractive when compared to sedantory vocation of clerks for which the minimum salary is Rs. 55.

41. Shunters.—Two grades for Shunters are necessary so long as Firemen continue to be drawn from two distinct groups, one from the literate class and other from illiterate or semi-literate class. The lower of the two grades is intended to be assigned to Shunters promoted from the illiterate or semi-literate class and the higher to Shunters promoted from the ranks of literate Firemen. The provision of an efficiency bar in the grade B for Shunters at Rs. 70 is necessary, so that the staff on Railways where Shunters have to qualify in Loco Yard shunting and Traffic Yard shunting separately do not cross this bar unless they have passed a test in shunting in the traffic yard. In the case of A Grade Shunters, no such stipulation is necessary, as literate Firemen should be able to qualify for Shunters' certificates without any difficulty.

42. Guards.—The three grades of Guards are appropriate to meet the requirements of the various classes of services and are the same as recommended by the Central Pay Commission.

43. Brakesmen.—Barring the E. I. Railway, almost all Railways employ Brakesmen; E. P. and O. T. Railways employ them under the designations of Under-guards and Asst. Guards respectively. Their duties are analogous to those of Brakesmen. Even though Brakesmen are promoted from the ranks of Class IV staff, a degree of literacy is expected of them to enable them to discharge their duties satisfactorily. The higher of the two grades is intended as a channel of promotion. It is essential that Railways which have hitherto adopted the designation of Under-guards and Assistant Guards should discontinue these designations and accept 'Brakesmen' as the standard designation.

44. Standardisation of designations.—For uniform application of the recommended scales on all the Railway Administrations, it is necessary that the designations in force should also be standardised. For this purpose, the designations may be defined as under :—

Driver is a person in charge of working locomotives whose work is not restricted to shed or station limit. This term excludes Shunters working either in sheds or traffic yards but includes persons working shuttles, pilot or banking engines, assisting engines which work beyond station limits.

Shunter is a person in charge of locomotives employed in shunting within shed or traffic yard limits. The term will include persons now designated on some Railways as “Shunting Drivers”, Engine Turners (Out door), “Engine Turning Augwallas”. In future, these designations should be replaced by the designation “Shunter” as the standard designation.

Firemen Grade ‘A’ would refer to the directly recruited Firemen possessing the prescribed educational qualification, Matric, School Final, or Junior Cambridge.

Firemen Grades ‘B’ and ‘C’ will refer to persons promoted from the ranks of illiterate or semi-literate Engine Cleaners or other shed staff, the higher grade connoting persons employed on firing and the lower grade employed for those breaking coal.

Guards.—The term includes a Railway servant in independent charge of a train and does not include Brakesmen, Under-guards or Asst. Guards, etc., who are not required to qualify in guard’s duties and do not assume independent charge of a train.

Brakesman.—The term will refer to Railway servants doing specific duties, such as looking after packages or luggages, distribution of railway dâk or otherwise assisting the guards in independent charge of a train. This term will replace the existing designations of Under-guard, Asst. Guards, etc.

Motorman.—The term will refer to the driver of a multiple unit train on the electrified sections (Suburban).

Assistant Driver.—The term will refer to the Assistant to an Electric Locomotive driver.

SECTION B.

PRINCIPLES WHICH SHOULD GOVERN THE ALLOTMENT OF GRADES.

45. The question which arises for consideration is whether the various grades applicable to each category of staff should represent merely the channels of promotion, or whether they should be associated with the classes of services according to their importance and the degree of responsibility shouldered by the crew on different services. The latter course would be ‘*primâ facie*’ logical. The Central Pay Commission also, while proposing scales of pay for the Running Staff, recommended that they may be adopted according to the importance of the trains concerned.

46. All Railway Administrations work their Passenger trains according to prescribed 'links' or 'details'. These 'links' or 'details' are rosters diagrammatically represented on a chart to enable the staff concerned to know what train the crew would work after completion of a scheduled trip. The system ordinarily adopted for booking the crew for Goods trains is based on what is called the "first in and first out" principle under which the staff are 'booked out' in the order in which they were last 'booked off'. Although even in respect of Goods trains, Railways are framing time-tables in accordance with the Board's directive, with traffic conditions varying from day to day, the density of traffic not remaining at a constant level, with fluctuations in engine and staff availability position, the enforcement of any system of working contemplating the use of 'links' or 'details' for the engine and train crew of Goods trains would be fraught with difficulties. On the S. I. Railway, although Goods trains are scheduled to run on links, the Committee was given to understand that these links did not always work satisfactorily.

47. A number of Railways segregate their Mail and Express services from the ordinary Passenger trains and have separate links for these two classes of services. Some Railways include Passenger services in Mail and Express 'links' to ensure quick turn-round of engines and engine crew. Some Railways, (e.g., O. T., Assam, E. P. and to some extent M. and S. M. Railway) utilise the same grade of drivers for both Passenger and Goods services. Segregation of staff into grades, each of which will be associated with a particular class of service, would perhaps present administrative difficulties involving additions to the staff on the Railways mentioned above. Generally speaking, all the major Railways agreed with the view that the grades of Drivers and Guards should be assigned to the various classes of services.

48. The position, therefore, is that, while it would be rational to correlate the various grades of Drivers and Guards to the services, strict legislation in this matter at this stage would not be desirable. The Mail and Express 'links' are, however, generally kept distinct on all Railways except the O. T., Assam, B., B. and C. I. and E. P. Railways. Association of the crew working on Mail and Express 'links' with the top grade of Drivers and Guards should present no difficulty on such Railways as are already working to Mail and Express links. For this purpose, a link should be deemed to be a Mail and Express link if it has a preponderating element of Mail and Express services and a few ordinary Passenger trains included therein, necessary to ensure a quick turn-round of engines and crew.

49. For any distribution of staff among the grades on the basis of 'links', detailed examination will have to be made, as and when the 'links' are drawn up in the light of the recommendations made by the Adjudicator. Such 'links' could not possibly be made available to the Committee which was appointed so shortly after the acceptance of the Adjudicator's Award. The present 'links' cannot form the basis of the recommendations for the future. The Committee, therefore, propose only to outline the principles enunciated below which, in their opinion, should govern the allocation of staff to the various grades.

Drivers. (a) The top grade 'A' of Drivers should be allotted to the number of crew working Mail and Express 'links' only.

(b) Grade 'B' should be allotted to the number of crew employed on other through Main Line passenger trains working on links distinct from Mail and Express links referred to in (a) above.

(c) If exclusive 'Mail and Express' Links cannot be drawn up on any Railways due to practical difficulties, the top Grade 'A' for both Drivers and Guards would serve as a channel of promotion. The total number of crew working on Mail, Express and Main Line passenger services would then represent the posts to be assigned to Grades A and B put together.

(d) Grade 'C' should be allocated to all other services including locals and shuttles.

Firemen.—Except for the general principle that literate Firemen, Grade 'A' should be employed on actual firing as First Firemen on the more important trains, it is not considered necessary to prescribe that Firemen (including those in grades 'B' and 'C') should be allotted to any particular class of service. The strength of Firemen in Grade 'A' should be determined by the anticipated wastage in the grades of Drivers, Inspectors, Loco Foremen and other supervisory staff. Grade 'B' Firemen will provide the balance of the first or Leading Firemen required for actual firing on engines, for all the services put together except shunting. The Grade 'C' Firemen will cover all requirements of Second Firemen plus the requirements of the single Firemen on shunting services. On the G. I. P. Railway, where all Augwallas are utilised both on firing as well as breaking coal, the distinction between Grade 'B' and 'C' Firemen cannot be drawn on the basis of duties performed and the 'B' Grade on that Railway should represent only a channel of promotion. The practice of utilising two Firemen on shunting engines on the O. T. Railway seems to be peculiar and uneconomic and the Committee would suggest that the Railway Administration review this question with a view to falling in line with other Railways. The sanctioned number in Grade 'C' Firemen should in addition provide a margin of leave reserve for all the three grades 'A', 'B' and 'C'.

Guards.—The Railway Administrations were generally of the view that the correlation of the grades of Guards to services would present no special difficulties. As in the case of Drivers, the various grades may be associated with the services as under :—

- (1) *Grade A.*—Mail and Express Links only.
- (2) *Grade B.*—Through Main Line passenger trains working on links distinct from Mail and Express Links.
- (3) *Grade C.*—For all other trains including locals and shuttles. As an exception Railway Administrations may consider the desirability of utilising Grade B Guards on S. Q. T. (Road van or tranship) trains in view of the additional responsibility shouldered by the Guards employed on these trains, in handling a large number of small packages.

Specific sanction of the Railway Board should be obtained where a departure from the principles outlined above is intended to be made for good reasons.

CHAPTER VI.

SECTION A.

GENERAL PRINCIPLES WHICH SHOULD GOVERN PAYMENT OF RUNNING ALLOWANCES.

50. *Objectives to be aimed at.*—The following objectives have been borne in mind, in formulating the basis for reckoning running allowances, in the future pay structure :—

- (i) The rules must be simple and easily understood by all.
- (ii) Clerical labour employed for computing Running Allowances must be reduced to the maximum possible extent.
- (iii) The scheme of payment should be such as to encourage the maximum output of work, within the limitations imposed by the Adjudicator's Award in regard to hours of work. *Any dilatory tendency on the part of Running Staff, which has the effect of slowing up movement, must be discouraged at all costs.*
- (iv) The Running Allowances should not only cover the out-of-pocket expenses incurred by Running Staff when working trains away from Headquarters, but must include a substantial payment to provide the necessary 'incentive' to ensure good out-turn of work.

51. *Mileage principal preferred.*—In the opinion of the Committee the mileage system, i.e., computing Running Allowances on the basis of mileage run at a fixed rate per 100 miles which is universally adopted on all the Railways for calculating Running Allowances of the Traffic Running Staff, offers the simplest and the soundest basis for computation of Running Allowances and provides the requisite incentive to Running Staff to exert themselves to the utmost in speeding up movement and discourages dilatory methods of work. The only criticism that the system lays itself open to, is that it singles out Running Staff for discriminatory treatment for the faults and errors of other Operating Staff, who either fortuitously or by design, retard the movement of traffic. It has been urged that under modern conditions of operation, the Driver and the Guard are not the only custodians of train movement. There are several others, for instance, the Controller, the Station Master, the Cabinman and even the Leverman and Pointsman have their own part to play in the movement of traffic. The plea raised is "Why then single out the Driver and the Guard and other train crew for discriminatory treatment?" As a corollary, it has been suggested therefore that Drivers and Guards should not be made to suffer for long detentions on the road for which they are not responsible that an equitable system should recognise payments for detentions not arising through carelessness of the engine or train crew. These pleas undoubtedly look plausible and are not without force behind them. The Committee are, however, inclined to the view that detentions to traffic on the road are incidental to operation and Running Staff must take the rough with the smooth, and payments made to them in the form of Running Allowances should, on the average, work out to their advantage. Payments made by the mile would indeed spur them to check any dilatoriness on the part of other Operating Staff. If Running Staff are paid by the hour and not by the mile, this check over other Operating Staff would disappear and lead to general deterioration of speeds.

With the implementation of the Adjudicator's Award under which hours of work put in by Running Staff would very nearly approximate to the ceiling limit prescribed by the Adjudicator, there is little meaning in reckoning Running Allowances on the basis of hours put in by Running Staff, as they would remain more or less constant. This would be tantamount to payment of a fixed sum of money without any distinction being made between a keen person who exerts himself in a variety of ways to quicken movement and give the highest mileage performance, and a sluggard.

52. Advantages of paying 'trip allowance' computed on the mileage principle.—The next point for consideration is whether Running Allowances computed in terms of miles run could, with advantage, be adapted to the idea of a 'trip allowance'. Paying Running Staff a fixed sum by the trip has certain demonstrable advantages. If a Driver or a Guard knows that when he receives the Call-book and signs for it, it means so many Rs. As. Ps. making their way into his pocket, the psychological reaction thereto is obvious. The trip system has been conceived with a view to encourage the staff particularly Goods Drivers to complete the trips and not to give up their trains *en route*, a tendency noticeable during recent times. The amount of Trip Allowance would be determined by computing the mileage of the Scheduled run in terms of money at the rates per 100 miles recommended for adoption and adding thereto an element of bonus calculated at $6\frac{1}{2}$ per cent. (1 anna in the Rupee) on the mileage value arrived at. It has not only the advantage of being simple but helps to eliminate unnecessary clerical labour.

Should the crew of a Goods Train not be able to complete a scheduled trip and the train has to be stabled in the section, the crew would still qualify for mileage at the rates specified; only they would not qualify for the trip allowance which not only includes the mileage but the element of bonus as well. The bonus element has not been made unduly attractive, as failure to qualify for the same might produce the opposite effect, *i.e.*, a feeling of resentment.

53. Mileage rates suggested.—The Committee have pegged the total level of emoluments in the new pay structure at levels considered reasonable and also recommended suitable scales of pay. The quantum of Running Allowances to be associated with each grade thus becomes a determinable quantity, to be earned at a rate per 100 miles run on the basis of mileages run by the various grades and categories of Running Staff on the different Railway Systems. Allowance has, however, to be made for the fact the mileages run at present are performed under conditions of work which recognise no ceiling limits to the hours of work that may be put in by individual members of Running Staff. But the conditions of work will alter under the Adjudicator's Award, which having the force of law, would require strict observance of ceiling limits prescribed therein.

Annexure C indicates the mileages and hours of work per month performed by the various grades of staff on each Railway. Annexure D shows the estimated number of additional Running Staff required to implement the Award which, at the best, can only be regarded as rough guesses. The figures are based on the information supplied by the Railway Administrations. They clearly show that the mileages performed by Running Staff employed on the same class of service vary within very wide limits from Railway to Railway;

probably they vary also from Division to Division or District to District on each Railway. Broadly speaking, the Railways which have higher maxima are the E. I., B. N. and G. I. P. Railways. On the remaining Railways relatively lower maxima mileages are performed by the various class of Running Staff.

In the first group of Railways, the Committee consider the following as a fair estimate of the maximum mileages likely to be performed on the implementation of the Adjudicator's Award :—

Drivers—	Miles.
Mail and Express	5,000/6,000
Main line Passenger Service	3,500/4,000
Goods including Branch lines	3,000

In the latter group of Railways, with relatively lower mileage, the drivers are not likely to exceed the following mileages :—

	Miles.
Mail and Express	3,000/4,000
Main lines Passenger Service	3,000/3,500
Goods including Branch lines	2,000/2,500

The Running Allowances earned by the staff on the basis of mileages run in these two groups of Railways would, also, vary correspondingly.

Working to the limits imposed by the total levels of emoluments recommended by the Committee, the following rates, in the opinion of the Committee, should prove **reasonable and fair** for reckoning mileages :—

	per 100 miles. Rs. A. P.
Drivers —	
Grade A	3 8 0
Grade B	3 4 0
Grade C	3 0 0
Firemen—	
Grade A	1 4 0
Grade B	1 2 0
Grade C	1 0 0

Shunters should, in the opinion of the Committee, be paid at fixed rate for a day of 8 hours duty at the following rates :—

	per day. Rs. A. P.
Shunters—	
Grade A	2 0 0
Grade B	1 8 0

On a similar examination of the monthly mileages performed at present by Guards on the various Railway Systems and the hours of work put in, mileages which would be performed by this category of staff in the first group of Railways on implementation of the Award are estimated as under :—

First group of Railways—	Miles.
Mail and Express	5,000/5,500
Main line Passenger Service	3,000/4,000
Goods and Branch line Service	2,000/3,000

Second group of Railways—

	Miles.
Mail and Express	3,000/4,000
Main line Passenger Service	2,500/3,500
Goods and Branch line Service	2,000/2,500

Working on similar lines as in the case of Drivers, the following rates are considered reasonable :—

	Per 100 miles.
	Rs. A. P.
Grade A	2 0 0
Grade B	1 12 0
Grade C	1 8 0
Brakesmen	1 0 0

54. Mileage rates cover all duties from 'signing on' to 'signing off'.—The payments for mileages run, at the rates specified above, would cover not only remuneration for running duties performed but also for the time during which crew may be employed on engine or train attendance preparatory to a trip or on completion of the same as well as all detentions incidental to train operation with the exception of—

- (a) Shunting performed by train engines at terminals;
- (b) Waiting duty, wherever resorted to, for administrative reasons; before taking charge of trains;
- (c) Long detentions due to accidents to trains.

55. Specially arduous Running Duties.—Running duties performed with slow moving trains and on Breakdown and Relief trains deserve special treatment. Slow moving trains are either (i) Departmental trains which include Ballast trains and Material trains, or (ii) Working trains, such as Trainship (S. Q. T. or Road Van) and Section (Shunting) trains. The staff working such trains cannot attain fair remuneration for their work, if the actual mileage performed forms the basis of payment of Running Allowances. They should, therefore, be paid for an enhanced computed mileage and not on the basis of actual mileage run.

Similar treatment should be extended to staff working trains on Ghat Sections and to staff working trains running on Short Sections of less than 25 miles.

56. Light Running Duty to be treated distinctly from normal duty on trains.—Even in regard to running duties performed by Running Staff, a distinction should be made between 'running duties' as crew on ordinary trains and engines, and 'less arduous running duties' undertaken in the exigencies of the service, such as travelling as a passenger on duty before or after working a train, learning the road, etc. Less arduous running duties should not be treated on a par with regular running duties and reduced scale of payment has been recommended with a view to make such light running duties unattractive, to the extent administratively desirable. Of late, particularly during the war years, the practice of returning Running Staff spare, or running them light as pilots, as colloquially referred to, has been resorted to on a scale which cannot but be regarded as uneconomic. There are reasons to believe that such light travelling would not have assumed such proportions but for the fact that the existing rules provide for liberal payments to cover such contingencies.

It is not the Committee's intention to penalise the staff, but it is considered administratively unsound to remunerate light duties at rates applicable to more onerous running duties ordinarily performed.

57. *Waiting Duty.*—Waiting duty on Railways where this system of working is rendered administratively necessary has also to be treated similarly and payment for mileage at the comparatively low rate of 8 miles per hour has been suggested.

58. *Allowance in lieu of mileages when the Running Staff are withdrawn from Running Duties to attend examinations, meetings, enquiries, etc.*—Running Staff should not be penalised when they are withdrawn from running duties in the interests of the Administration. The best method, in the Committee's opinion, of compensating the staff, in such cases, would be to make payments at consolidated rates per day. The lump sum amounts have been computed on the principle that they should not be unduly remunerative and, at the same time, not so low as to involve them in financial loss.

59. *Overtime Allowances.*—The allowances in the nature of overtime should only accrue—

(i) When the hours of duty prescribed by the Adjudicator are infringed

or

(ii) When there is breach of the hours of rest.

The first is provided for by the Adjudicator's Award.

60. *Breach of Rest Allowance at Headquarters.*—The provisions for payment of overtime on account of breach of the hours of rest need explanation. The Adjudicator, in para. 287 of his Report, adverted to the inadequacy of rest allowed at headquarters and out-stations, but left the question open for legislation by individual Railway Administrations. There is fair measure of agreement among the Railways on the point that Running Staff who have done more than 8 hours duty on the run preceding their arrival at headquarters, should normally enjoy 12 hours clear rest. This period of rest at headquarters would be reasonable and should be adopted as a standard by all Railways. It would not, however, be advisable to pin down the Administrations to a rigid observance of this provision in regard to headquarters rest, as traffic conditions vary from day to day and staff availability fluctuates within wide limits. 12 hours rest at headquarters should, therefore, be considered as an elastic minimum. The views of several administrations regarding the irreducible minimum period of rest at headquarters were in favour of a clear 6 hours rest. When, therefore, the staff forego 12 hours rest normally admissible to them at headquarters in the interests of the administration, they should be compensated by payment of overtime for each hour by which the rest actually availed of falls below 12 hours at the rate prescribed by the Adjudicator for payment of overtime.

It seems unnecessary to legislate for breach of rest at out-stations, as Running Staff are naturally quite eager to turn round quicker, with a view to reach their headquarters earlier.

61. *Other Compensatory Allowances.* Allowances of a compensatory nature payment of which is envisaged, have, to a certain extent, the attributes of

travelling allowances. Their payment is recommended under the conditions specified below :—

- (i) When Running Rooms are not provided at out-station terminals ;
- (ii) When Staff are detained at out-stations beyond a reasonable period, or sent on relieving duty ;
- (iii) When Running Staff are detained due to accidents.

62. Allowances in lieu of Running Room facilities.—On almost all the Railways, Running Room facilities have generally been provided at terminals. Non-provision of Running Room facilities should be regarded as an exception rather than the rule, and Railways should take early steps to provide Running Room facilities wherever required. Pending such provision, it would be necessary to compensate Running Staff by the payment of allowances whenever they are required to rest at out-stations not equipped with Running Rooms.

63. Detention at out-stations.—Running Staff may reasonably be given 8 hours rest after at least 8 hours' running duty at out-station terminals. It would not always be possible for the administration to arrange trains strictly synchronising with the completion of the 8 hours' rest at out stations. The experience of Railways in this matter indicates that a further margin of 8 hours should be allowed for the purpose of ordering trains. As such, Running Staff might be required to stay at out-station terminals for a period upto 16 hours from the time of their arrival at out-stations. Any detention beyond 16 hours should be compensated by an allowance.

64. Accident Allowance.—Accidents may not be normal occurrences but when they do take place, they affect Running Staff in a marked degree by subjecting them to long hours of duty during which trains may not be actually on the move. Their duties become also more arduous on such occasions and it would be in the fitness of things that they should receive a measure of compensation. The proposed rules make provision for payment of an Accident Allowance when the period of detentions consequent thereto exceed 8 hours.

65. Allowances for Officiating.—Officiating Allowances are paid to Running Staff when they are called upon to take up :—

- (i) Higher appointments in the Running line ;
- (ii) Higher appointments involving stationary duties.

In regard to the former, it is not necessary to make any special provision for officiating periods not exceeding 21 days in duration except in regard to the category of Firemen who work as Shunters and Shunters who work as Drivers. There is a definite accretion of responsibilities when these higher duties are assumed and payment to Firemen and Shunters at the Shunter's and Driver's rates of pay respectively, irrespective of the period, has been recommended. For continuous periods exceeding 21 days, the normal officiating rules should apply.

When Running Staff officiate in stationary appointments, they would be paid an allowance to compensate them for loss of mileage earnings for periods not exceeding 21 days ; when the period of officiating exceeds 21 days duration, their pay should be regulated by normal application of the Fundamental Rules.

66. Draft Rules regulating payment of Running Allowances are given under Section 'B'.

SECTION B.

DRAFT RULES FOR PAYMENT OF RUNNING AND OTHER ALLOWANCES TO
RUNNING STAFF.

1. *Title*.—These rules shall be called “The Rules regulating payment of Running and Other Allowances to Running Staff.”

2. *Definitions*.—For the purpose of payment under these rules, the following definitions shall apply :—

- (1) “Competent Authority” means the Governor-General-in-Council or any authority to whom power to interpret or amend these rules may be delegated.
- (2) “Day” means a calendar day beginning and ending at midnight but an absence from headquarters which does not exceed 24 hours shall be reckoned for all purposes as one day at whatever time absence begins or ends.
- (3) “Departmental train” means train worked on departmental account and includes Ballast train, Material train and Break-down Relief train.
- (4) “Mileage” means the allowance granted to Running Staff calculated at the rates specified in these rules.
- (5) “Regulations” mean the Hours of Employment Regulations in so far as they apply to the Running Staff.
- (6) “Running Allowances” mean the allowances ordinarily granted to Non-gazetted Railway servants for the performance of duty directly connected with charge of moving trains and include a ‘mileage’ or ‘trip allowance’ or ‘allowance in lieu of mileage’ but excludes special Compensatory Allowances.
- (7) “Running Duties” mean duties performed by Running Staff whilst in charge of moving trains or engines including shunting engines.
- (8) “Running Staff” shall refer to railway servants of the classes mentioned below :—

Loco.	Traffic.
Drivers (includes Motormen and Rail Motor Drivers but excludes Shunters).	Guards.
Shunters.	Brakesmen.
Firemen (includes Asstt. Drivers on Electrified Sections).	

- (9) “Shunting (Section or Pick up) train” means a scheduled goods train regularly run for picking up and detaching wagons, either loaded or empty, at roadside stations.
- (10) “Stationary appointments” refer to posts exclusive of the classes named under item 8 above.

- (11) "Tranship (Van) train" means a scheduled goods train regularly run for picking up and delivering consignments of smalls at stations. It includes S.Q.T. trains (smalls quick transit trains).
- (12) "Terminal" means station or yard from which trains start after formation or completion of load and does not include roadside stations.
- (13) "Trip" means a scheduled train or engine run for completion of which payment of Running Allowance is made as a 'trip allowance.'
- (14) "Trip Allowance" means the allowance reckoned by the trip granted to Running Staff, at the rates laid down in the schedules appended to these rules.

3. *Types of Allowances.*—The following allowances shall become payable to running staff in the circumstances specified below :—

- (a) 'Trip allowance' or 'Mileage' while employed on running duties.
- (b) An 'allowance in lieu of mileage' for other than 'running duties' such as, journeys on transfer, joining time, attending Enquiries, Law Courts on Railway Business, Ambulance Classes, Military Duty, Staff and Welfare Committee Meetings, etc.
- (c) An 'overtime' payable for additional hours incurred on duty or for breach of Rest at Headquarters for turning out on duty before completion of the normal rest period.
- (d) A 'special compensatory allowance' to meet out-of-pocket expenses incurred at out-stations due to :—
- (i) Non-provision of Running Room facilities.
 - (ii) Excessive detentions at out-stations.
 - (iii) Detentions due to accidents.
 - (iv) When deputed on relieving duties.
- (e) 'Officiating allowances' when undertaking duties in higher grade of Running Staff or stationary appointments.

4. (a) *Computation of Mileage or Trip Allowance.*—When Running Staff are paid on the mileage basis, the amount of 'mileage' earned will be calculated at the following rates per 100 miles :—

	Per 100 miles. Rs. A. P.
(i) Drivers—	
Grade A	3 8 0
Grade B	3 4 0
Grade C	3 0 0
(ii) Firemen—	
Grade A	1 4 0
Grade B	1 2 0
Grade C	1 0 0

NOTE.—The mileage will include light engine mileage between shed and stations before and after working trains provided the distance exceeds 1 mile.

- (iii) Shunters—will receive a fixed allowance for each day of not less than 8 hours worked at the following rates:

	Per day.
	Rs. A. P.
Grade A	2 0 0
Grade B	1 8 0

- (iv) Firemen—employed on firing on shunting engines will receive a fixed allowance per day for each day worked, at the following rates:—

	Per day.
	Rs. A. P.
Grade A	1 0 0
Grade B	0 14 6
Grade C	0 12 0

NOTES.—(1) Ordinarily Grade 'A' and 'B' firemen should not be used on firing on shunting engines.

(2) For duty not exceeding 4 hours, shunting crew will be paid as for half-a-day provided they have not earned any other Running Allowance on the same calendar day

	Per 100 miles.
	Rs. A. P.
(v) Guards—	
Grade A	2 0 0
Grade B	1 12 0
Grade C	1 8 0
(vi) Brakesmen	1 0 0

These rates include payment for all duties performed from the time of signing on to 'signing off' duty, including engine or train attendance, all incidental detentions, etc., and all shunting (except as provided below) performed on the run.

Exceptions.—Shunting performed by train engines, at terminals covered by shunting orders will be computed and paid for as follows:—

From the total shunting time will be deducted 15 minutes free allowance and the balance rounded off to the next half-hour and paid at the rate of 8 miles an hour.

N.B.—Train engines should not be employed on shunting at terminals unless unavoidably necessary.

(b) Running Staff will be eligible for 'trip allowance' as laid down in the schedules appended to these rules only in respect of completed trips. Schedules have been compiled on the basis of the mileage rates prescribed above supplemented by an element of bonus. When a trip has not been completed, payment for actual mileage run will be made at the rates specified in rule 4 (a) above.

5. *Specially arduous Running Duties* : (a) Running Staff working slow moving trains, i.e., Tranship Road Vans including S.Q.Ts. (Smalls Quick Transit trains) and shunting trains (pick up or section) and those working on Ghat Sections, will be paid a 'mileage' or 'trip allowance' as the case may be, the value of which will be computed as follows :—

First 40 miles at double the mileage, next 40 miles at $1\frac{1}{2}$ times the mileage, balance as for actual mileage.

(b) Running Staff working departmental trains, e.g., Ballast, Material, Breakdown and Relief trains, will be paid at $12\frac{1}{2}$ miles per hour of the day subject to a minimum of 50 miles a day.

6. *Short Branches*.—When Running Staff working short trips of less than 25 miles cannot perform mileage exceeding 50 in a full rostered day, they will be paid 'trip allowance' or 'mileage' as the case may be, the value of which will be computed in accordance with the provisions of rule 5 (a) above.

7. (1) *Less arduous Running Duties*.—When Running Staff perform light running duties as, e.g., learning the road, travelling as a passenger on duty before or after work as a train, they will be eligible for mileage as for half the actual miles run or travelled.

(2) *Waiting Duty*.—Where Running Staff are rostered on a regular system of waiting duty, such period of waiting before they take charge of trains should be paid for at the rate of 8 miles per hour.

8. (1) *Payment of "allowances in lieu of mileage"*.—When on joining time including journeys on transfer, attending Joint Enquiries, Ambulance Classes, Military Duty, Staff Council and Welfare Committee Meetings and Medical and Departmental Examination, etc. Running Staff shall be paid an allowance in lieu of mileage, at the following rates, for each day or part thereof exceeding 8 hours for which they are so occupied.

	Per day. Rs. A. P.
Drivers—	
Grade A	3 8 0
Grade B	3 4 0
Grade C	3 0 0
Shunters—	
Grade A	2 0 0
Grade B	1 8 0
Firemen—	
Grade A	1 4 0
Grade B	1 2 0
Grade C	1 0 0
Guards—	
Grade A	2 0 0
Grade B	1 12 0
Grade C	1 8 0
Brakesmen	1 0 0

This allowance will not accrue on any day on which the employee has started a trip of duty.

(2) When attendance is required at any station other than the Headquarters of the employee, he will also be eligible for allowance under Rule 11 (i & iii) below.

9. *Overtime.*—(i) *Over-Hours on Duty.*—Running Staff will be eligible for overtime in respect of additional hours incurred on duty only in accordance with such Regulations, as may be in force from time to time, laying down the maximum hours of their duty and at the rates prescribed therein.

(ii) *Breach of Rest Allowance.*—This allowance will be granted to railway staff who are detailed for running duty before completing 12 hours rest at headquarters provided it is immediately preceded by a full term of 8 hours duty. As far as possible, Running Staff should be given 12 hours rest at home station on completion of a day's work of not less than 8 hours, but no member of the Running Staff should be called up for running duty at headquarters station if he has not enjoyed at least 6 hours' clear rest. The Breach of Rest Allowance will be payable at the rate of $1\frac{1}{2}$ hours for every hour or part of an hour by which rest availed of actually falls short of 12 hours; periods of less than $\frac{1}{2}$ hour should be disregarded and more than $\frac{1}{2}$ hour should be rounded off to an hour for the purpose of this rule.

10. *Special Compensatory Allowances.*—(i) *Allowance in lieu of Running Room facilities.*—Where running rooms are not provided, Running Staff may be paid a Compensatory Allowance at the following rate per 24 hours or part thereof, reckoned from the time of arrival at the station :—

	Rs. A. P.
Drivers	1 0 0
Firemen	0 8 0
Guards	1 0 0
Brakesmen	0 8 0

(ii) *Out-station (detention) Allowance.*—When staff are detained at out-stations for more than 16 hours from the time they sign off duty, payment will be made from every 24 hours or part thereof after the expiry of 16 hours from the time of 'signing off' at the rates indicated below :—

(a) At out-stations where running rooms are provided :—

	Rs. A. P.
Drivers	1 8 0
Firemen—	
Grade A	0 10 0
Grades B & C	0 8 0
Guards	1 0 0
Brakesmen	0 8 0

(b) At out-stations where running rooms are not provided, the staff will be eligible in addition for the allowance in lieu of running room facilities referred to in (i) above.

(iii) *Accident Allowance.*—When trains are held up at any station other than headquarters of the staff concerned (due to accident for a period exceeding 8 hours) the running staff so detained will be paid at the rate of out-station (detention) allowance for every 24 hours or part thereof, reckoned from the time of commencement of detention.

(iv) *Out-station (relieving) Allowance.*—This will be paid to Running Staff transferred temporarily to stations outside their headquarters; payments will be made at the rates as for out-station (detention) allowance for each day reckoned from the date of arrival at the out-station.

11. *Officiating Allowances.*—(i) *When the officiating period in higher grade posts involving running duties does not exceed 21 days.*—Running Staff will not draw any officiating pay—the exception will be when Firemen work as Shunters and Shunters work as Drivers in which case they will draw officiating pay as well as the allowances appropriate to their officiating appointments.

(ii) *When the officiating period in higher grade posts involving running duties exceeds 21 days.*—Running Staff will draw the pay of the posts in which they officiate, pay being determined in accordance with the Fundamental Rules.

(iii) *When the officiating period in higher stationary appointments does not exceed 21 days.*—An ‘allowance in lieu of mileage’ equal to 75 per cent. of the pay will be paid to Loco. Running Staff and 50 per cent. of pay to Traffic Running Staff; provided the total emoluments so payable are not less than the minimum or more than the maximum pay of the posts in which they are employed. When the total emoluments are less than the minimum pay of the posts, the minimum pay will be allowed; when the total emoluments exceed the maximum, the maximum pay of the post will apply.

(iv) *When the officiating period in higher stationary appointments exceeds 21 days.*—Officiating pay will be determined in accordance with the Fundamental Rules. For this purpose, substantive pay will be held to include emoluments earned as ‘Running allowances’ reckoned at 50 per cent. of the pay

12. *Amendments.*—No amendments may be made to these rules without the sanction of the Competent Authority. The power to interpret these rules is reserved to the Competent Authority.

CHAPTER VII.

CHANNELS OF PROMOTION FOR LOCO AND TRAFFIC RUNNING STAFF.

67. (a) *Loco Running Staff*.—The fourth item of the Terms of Reference to the Committee reads as follows :—

“To make recommendations regarding the recruitment, training and channels of promotion for Drivers, Firemen, Guards, etc”.

The practice on all the Railways, except the S.I., is to recognise two channels of promotion ; one in which the basic grade for direct recruitment is the Engine cleaner or other Shed Staff belonging to Class IV, and the other in which the basic grade for recruitment is the Firemen, with a standard of literacy corresponding to that of a passed Matriculate or as on the G. I. P., a slightly lower educational standard. The S.I., is the only Railway where everyone has to start as an Engine cleaner before he can seek promotion through Firemen's grade to the driving line.

Two channels of promotion are necessary and desirable.—The first question that arises for consideration is whether it is administratively necessary or even desirable that two channels of promotion should be preserved in the future set up of things. The weight of opinion, as supported by existing practice, on all the Railways, except the S.I., is in favour of preservation of the ‘status quo’, i.e., to continue recruit driving staff from two sources, one from the illiterate or probably semi-literate staff of Engine cleaners, and the other from the literate category of directly recruited Firemen. There are considerable advantages in directly recruiting Firemen with educational qualifications. The higher posts in the driving line and the supervisory posts in the Loco branch, e.g., Loco Inspectors, Loco Foremen, etc., cannot obviously be manned satisfactorily by staff risen from the lowest ranks of cleaners, who on all the Railways except the S.I., possess at the most only a modicum of literacy. Secondly, unless such direct recruitment is resorted to, an even flow of suitable personnel for manning the higher grade posts of Drivers and Loco supervisory appointments cannot be maintained.

It is also considered desirable that a person should be able to reach the stage of a Passenger Driver by the time he is about 35 years of age and not more than 40 to 45 years of age when he takes on Mails and Expresses. These are targets difficult of achievement if recruitment is confined to one source, i.e., Engine cleaners and promotions lay through a single channel. Lastly, it cannot be denied that persons who possess the requisite education before obtaining employment have a better chance in their careers, (whatever that career may be), than those who do not. The Committee have, therefore, come to the conclusion that it is not only administratively desirable but necessary to maintain two channels of promotion.

There has been some difference of opinion in the past whether the minimum educational qualification to be prescribed should be Matriculation or a slightly lower standard. The Committee definitely support the prescription of minimum educational standard equivalent to Matriculation or its equivalent, i.e., S. S. L. C. or Junior Cambridge.

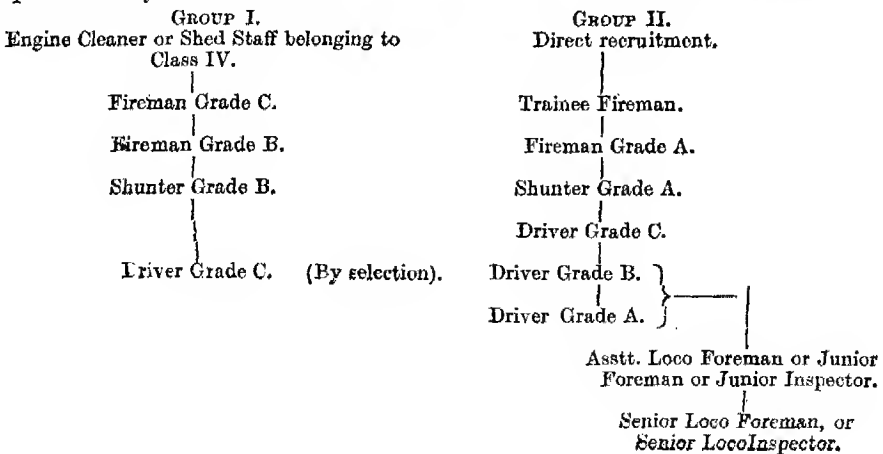
Particulars of training which Firemen should undergo on recruitment are enclosed as Annexure E.

68. Avenues of advancement in the two channels of promotion.—The next point for consideration is whether the directly recruited Firemen should, on promotion to Shunters, get merged with Shunters promoted from the Cleaners category, or whether they should be confined to a distinct grade of Shunters not open to the cleaner promoted category of Shunters. Barring the B.N. and S.I. Railways, the rest of the Railways agreed that the channel upto the grade of driver should be kept distinct from each other.

The next point for consideration is whether the directly recruited Firemen, after passing through the grade of Shunters and on promotion to Drivers grade, should be pooled with other Drivers obtained from the category of Engine cleaners. Elsewhere we have adverted to the question of the necessity for a fourth class of Drivers for absorbing drivers promoted from the cleaner category. For the reasons given already, it is not considered necessary to keep two distinctive grades of Drivers, one for the directly promoted Firemen and the other for absorbing the cleaner promoted Driver. A single grade of Driver has been suggested with the stipulation that the directly recruited Firemen promoted as Driver should be started on a minimum salary of Rs. 100. It is visualised that for a long time until literacy becomes fairly advanced in the country, the class of Drivers promoted from cleaners will not contribute personnel to any appreciable extent suitable for promotion to the higher grades 'B' and 'A' of Drivers. The lowest grade of drivers will thus represent the highest level in the channel of promotion, beyond which only exceptionally deserving men should be eligible for promotions strictly by selection. It would, therefore, be preferable to maintain separate seniority lists of the two classes of Drivers in Grade C.

As regards apportionment of vacancies in the lowest grade of Drivers for the two classes of staff, a yard stick applicable uniformly to a Railways is difficult to suggest, as allowance has to be made for variation in the relative strengths of the two classes of staff in the lower grade of Shunters and suitability for promotion of personnel on the basis of literacy and merit. The Committee would suggest that proportion of Drivers promoted from the cleaner category should not exceed 40 to 50 per cent. of the vacancies in Grade C.

69. Diagrammatic representation of the channels of promotion of Loco Running Staff.—The channels of promotion recommended for Loco Running Staff are represented by the Chart below :—



70. Channels of promotion for Traffic Running Staff.—A number of Railways resort to direct recruitment to the class of Guards while a few Railways resort to direct recruitment to the grade of Brakesmen. There seems to be no advantages in a system of direct recruitment to the class of Brakesmen. Direct recruitment to the class of Guards appears to be sound and is recommended for adoption by all Railways.

As regards educational qualifications, all Railways are agreed that direct recruits should at least possess Matriculation, School Final or Junior Cambridge Certificate. The Committee agree with this view.

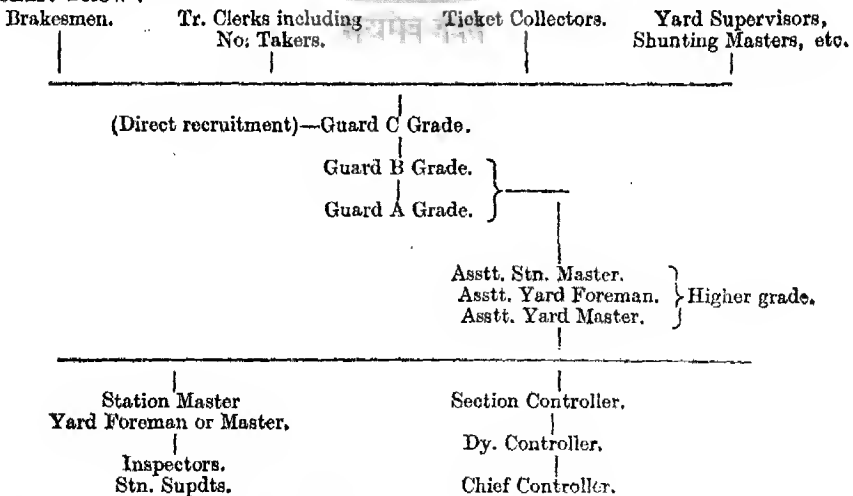
71. Direct recruitment to intermediate grades.—Direct recruitment to the intermediate grade of Guards was recommended by a few Railways. On this point all the Unions, interviewed by the Committee during their tour, were vehement in their condemnation of any system of direct recruitment to intermediate grades and in particular to the ranks of Guards. In view of the direct recruitment of educated personnel as Guards in the lowest grade, there seems to be little justification for direct recruitment to the intermediate grades. The Committee are of the opinion that direct recruitment to the intermediate grade of Guards should not be compulsory in future, although individual Railway Administrations may at their discretion resort to it when adequate justification is forthcoming.

The educational qualifications, age and the training to be undergone by Guards before taking up independent duties are enclosed as Annexure D.

As the lowest grade of Guards is a promotion grade not only for Brakesmen but for certain other categories differing from Railway to Railway, the Committee do not propose to prescribe the categories of staff which should seek promotion to the lowest grade of Guards, but would suggest that the following categories of staff should take precedence over other ranks :—

Brakesmen.	Train Clerks.	Number Takers.
Yard Supervisors.	Ticket Collectors.	

72. Diagrammatic representation of channels of promotion of Traffic Running Staff.—The channels of promotion for the Traffic Running Staff are shown in the chart below :—



73. Promotion to the lowest grade of Guards should not exceed 50 per cent. of the vacancies.

CHAPTER VIII.

MISCELLANEOUS RECOMMENDATION.

74. *Protection of emoluments of individual staff.*—The desirability of ensuring that the total emoluments of Running Staff prior to the introduction of the prescribed scales are as far as possible not reduced, as a result of the application of the scales of pay and Running Allowances, has been borne in mind by the Committee in framing their recommendations. It is, however, impracticable to legislate in a manner that will ensure that every individual's emoluments are preserved. Cases may arise where the emoluments of individual employees may be adversely affected by the revisions proposed. Such a possibility is envisaged particularly in view of the general feeling prevailing that the rules for the fixation of pay in the Prescribed scales did not help very much to improve the position due to the absence of provisions giving adequate weightage for length of services. Human nature being what it is, the staff might welcome a substantial reduction in the hours of work but they would not reconcile themselves easily to even a small decrease in their emoluments. In the absence of adequate weightage for length of service, the Committee visualize that loss of emoluments may take place as the rise in basic pay on fixation in the proposed scales of pay may, in some cases, bring little gain while the allowances undergo a substantial reduction. Pending the full implementation of the Adjudicator's Award, however, it is anticipated that Running Staff working up to their present level of hours of duty, would qualify for emoluments generally in excess of the levels of remuneration envisaged in the Report. Enhanced earnings from Running Allowances during the interregnum should be regarded as reasonable remuneration for the excessive hours of work put in by members of the Running Staff on duty. In the fulness of time, when the Adjudicator's Award is fully implemented, the emoluments of the Running Staff will ultimately decline to the level contemplated in the Report. In any case, the necessity for some form of protection to save individuals from loss of emoluments may arise.

In making their recommendations regarding the pay and allowances, the Committee have assumed that they would compulsorily apply to post-1931 staff and optionally to pre-1931 employees who may, if they choose, elect the Prescribed scales of pay and allowances. It is normally expected that the pre-1931 employees drawing a high level of allowances would not ordinarily elect the revised Running Allowance Rules. It is also evident that Running Allowances drawn by pre-1931 staff will suffer a reduction on implementation of the Award. It was not possible for the Committee to have formulated scheme of Pay and Allowances which would have covered pre-1931 staff without unduly raising the proposed level of total emoluments.

To ensure uniformity in application of rules regulating Running Allowances, it might be advantageous to offer as inducement pre-1931 staff to elect the new Running Allowance Rules. The requisite inducement would rest on protection being afforded to their present level of Running Allowances. The occasion for offering such inducement would arise when the Adjudicator's Award has been finally implemented because pre-1931 staff might conceivably

ask for compensation from loss of Running Allowances arising from the implementation of the Award. The grant of the compensation could then be made contingent on their adopting the New Running Allowance Rules.

75. Employment of intermediate grade Guards to Tranship (Van and S. Q. T.) Services.—The E. I. Railway run their Tranship trains (S. Q. Ts.) with intermediate grades of Guards. The Committee consider that employment of higher grade employees possessing more experience and higher sense of responsibility in dealing with large number of small packages should make for improvement in the running of these trains. In view of the unsatisfactory running of Tranship and Section trains generally, it is recommended that the E. I. Railway practice may be adopted with advantage on all Railways.

76. Appointment of Brakesmen in place of Guards and Clerks.—The E. P. and the E. I. Railways employ so-called Luggage Guards, who are fully qualified Guards to run on trains in addition to the Guard in charge of the train. E. I. Railway have recently started employing Brakesmen. This system of working in which Guards are employed to perform duties analogous to those of Brakesmen would appear to be uneconomic and should, in the opinion of the Committee, be replaced uniformly by employment of Brakesmen. Similarly, the practice of employing Van Clerks on the O. T. Railway in place of Brakesmen needs replacement to secure uniformity of practice on all Railways.

ACKNOWLEDGMENT.

77. The Committee desire to place on record their appreciation of the valuable suggestions made by the General Managers and their Heads of Departments in connection with the investigation undertaken by the Committee. The Committee wish to thank all the officers and staff who extended them co-operation and assistance to enable the Committee to complete their work by the target date.

D. P. MATHUR,

*Chairman, Running Staff Pay and Allowances
Committee.*

N. G. HOSKOTE,

*Member, Running Staff Pay and Allowances
Committee.*

M. D. BALARAMAN,

*Member, Running Staff Pay and Allowances
Committee.*

NEW DELHI,

Dated the 16th August, 1948.

ANNEXURE A.

EXISTING.

Pay and Allowances of Running Staff.

	S. I.			M. & S. M.			G. I. P.		
	P.	A.	Percent. of A. to P.	P.	A.	Percent. of A. to P.	P.	A.	Percent. of A. to P.
DRIVERS—									
Special Grade	254/8	168	66	220	201/5	91	225	197	88
Grade I . . .	204/8	122/14	60	182	157/6	86	200	115	57
Grade II . . .	154/8	98	63	131/12	114	86	130	70	53
Grade III . . .	104/8	40	38	96/3	99	103	225 (Ghats) 95	237 61	105 64
SHUNTERS . . .	79/6	18/11	24	..	..	..	58	38	72
FIREMEN—									
Grade I . . .	37/7	24/12	49	..	..	..	85	58	68
Grade II . . .	36/14	13/1	41	..	..	..	..	..	..
AUGWALLAS . . .	..	..	..	..	..	..	28	32	114
	..	..	..	..	..	..	22	17	77
GUARDS—									
Special . . .	144/8	62/11	43	130	60	46	160	87	54
Grade I . . .	124/8	42/15	34	100	48	48	120	65	54
Grade II . . .	91/5	28/11	32	75	42	56	85	37	44
Grade III . . .	56/15	19/2	33	..	..	..	85*	56	66
Grade IV . . .	43/2	14/12	36	..	..	..	60	37	62
BRAKESMEN . . .	21	9	43	..	..	..	80	21	70
MOTORMEN—									
Grade I . . .	154/8	54/9	35	..	..	..	120	100	83
Grade II . . .	104/8	41	39	..	..	..	..	..	..
RAIL MOTOR DRIVERS	77	18	23	..	..	..	..	..	..
NIJIRI MOUNTAIN RAILWAY BRAKES- MEN.	29/8	6/8	23	..	..	..	..	..	..

NOTE.—P. Pay, A. Allowances.

* Suburban.

ANNEXURE A—*contd.*

EXISTING.

Pay and Allowances of Running Staff.

	B., B. & C. I.			E. P.			O. T.		
	P.	A.	Per cent. of A. to P.	P.	A.	Per cent. of A. to P.	P.	A.	Per cent. of A. to P.
DRIVERS—									
Special Grade . .	282	270	98	144	215	149	..	..	..
Grade I . .	189	174	92	144	170	118	..	..	..
Grade II . .	95	77	81	64	75	117	..	..	..
Grade III . .	..	..	..	..	..	..	..	..	..
SHUNTERS . .	91	77	85	74	55	74	..	..	..
	50	50	85	24	33	138	..	..	..
FIREMEN—									
Grade I . .	67	60	89	44	38	86	..	..	..
Grade II . .	39	30	77	24	32	133	..	..	..
AUGWALLS . .	26	20	77	..	..	..	..	..	..
GUARDS—									
Special . .	100	100	62	122	86	70	114	56	49
Grade I . .	120	100	83	69	53	77	60	49	54
Grade II . .	100	67	67	62	52	86	65	41	63
Grade III . .	45	..	..	..	..	..	51	30	59
Grade IV . .	45	From 25 to 45	From 53 to 100	..	..	..	..	..	..
BRAKESMEN . .	25	28	132	..	..	..	35	35	71
MOTORMEN—									
Grade I . .	..	..	..	..	..	..	..	..	..
Grade II . .	..	..	..	..	..	..	..	..	..
RAIL MOTOR DRIVERS	..	..	..	..	..	..	..	..	..
NILGIRI MOUNTAIN RAILWAY BRAKES- MEN.	..	..	..	..	..	..	..	..	..

NOTE.—P. Pay. A. Allowances.

ANNEXURE A—concl'd.

EXISTING.

Pay and Allowances of Running Staff.

	E. I.			B. N.			Assam.		
	P.	A.	Percent. of A. to P.	P.	A.	Percent. of A. to P.	P.	A.	Percent. of A. to P.
DRIVERS—									
					M. L.				
Special Grade . . .	175	891	223	100	201	101	95	67	70
Grade I . . .	150	233	157	167	150	85			
Grade II . . .	150	182	121	93	57	61			
Grade III . . .	110	143	130	102	B. L. 83	81			
	60	75	125	..	..	..
	45	54	120	79	58	73	..	..	..
SHUFFERS . . .	75	84	112	47	31	66	58	35	60
	30	34	113	..	..	..	..	..	..
FIREMEN—									
Grade I . . .	40	50	125	29	19	66	27	15	35
Grade II . . .	16-8	21	124	25	17	68			
			
AUGWALLS . . .	..	..	..	17	11	65			
GUARDS—									
Special Grade . . .	..	..	..	91	70	77	84	48	49
Grade I . . .	110	74	67	93	71	76			
Grade II . . .	..	..	..	89	56	63			
Grade III . . .	45	35	78	..	..	..
Grade IV . . .	..	..	..	..	..	..	..	..	..
BRAKESMEN . . .	..	..	..	25	10	40	45	32	70
MOTORMEN—									
Grade I . . .	..	..	..	..	..	..	..	..	..
Grade II . . .	..	..	..	..	..	..	..	..	..
RAIL MOTOR DRIVERS	..	..	..	..	..	..	..	..	..
NILGIRI MOUNTAIN RAILWAY BRAKES- MEN.	..	..	..	..	..	..	..	..	..

NOTE.—P. Pay. A. Allowances.

ANNEXURE B-I.
Levels of Total Emoluments Suggested by Railway Administrations for various Categories of Staff.

	S. I. Ely.		G. I. P. Ely.		B. B. & C. I. Ely.		E. P. Ely.		E. I. Ely.		B. N. Ely.	
	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.
Drivers	525	285	500	200	500	180*	450	180	500	130	500	250
Shunters—												
Grade I	185	100					160	80	180	160	200	150
Grade II							90	60	120	100		
Fitters—												
Grade I	140	110					100	70	160	130	130	120
Grade II									110	90	120	90
Khalasis or Augwallas	85	65					70	50	90	75	90	70
Guards	360	80	300	150	250	60	190	90	345	180†	†	
Brakemen	70	50										

* This was suggested with a view to getting improved type of personnel having the same level of emoluments as journeymen in workshops.

† The scales of pay recommended by the Pay Commission were considered reasonable.

NOTES—1. The M. & E. R. Railway generally expressed the view that there should be no reduction in the existing emoluments of Banning Staff.

2. On the Assam and O. T. Railways, the existing scales recommended by the Pay Commission represented a considerable increase over the existing ones.

ANNEXURE B-II.

Scales Suggested by Administrations representing Madras, Bombay and Calcutta Area.

	Madras.	Bombay.	Calcutta.
	S. I. Ry.	B., B. & C. I. Ry.	E. I. Ry. B. N. Ry.
Drivers	320-20-400 260-15-350 200-10-300 150-7-185-8-215	300-10-350 200-10-15-275 120-10-180	280-10-300 200-10-260 100-10-160/E.B.-10-190 70-5-120/E.B.-10-160 300 250 120-10-180/E.B.-15-225
Motormen	150-7-185-8-215 . . . . .	....	....
Rail Motor Drivers	100-5-125-6-155/E.B.-6-185 . . . . .	....	....
Shunters	100-5-125-6-155/E.B.-6-185	100-2-120	80-5-100
Firemen and Angwallas or Khalasis	75-3-105 40-1-50-2-60	80-3-110 60-3-90	60-5-85 45-3-51 35-1-40 60-5-75 55-5-75 35-5-50
Guards	200-10-300 150-7-185-8-225 100-5-125-6-155/E.B.-6-185	160-10-250 100-10-185	Recommended no change in Prescribed scales. Recommended no change in Prescribed scales.
Brakesmen	60-4-120/E.B.-5-170 80-5/2-80 40-1-50-2-60	60-10-170 40-60 . . . . .....	............

ANNEXURE B-III.

Scales of pay on monthly basis suggested by the various Labour Unions representing Madras, Bombay, Bengal and North India Railways.

—	Drivers.	Shunters.	Firemen and Angwallas or Khalasis.	Guards.	Brakesmen.
S. I. RAILWAY.					
1. Labour Union . . .	200—10—300—20—400 150—7—185—8—225 ..	100—5—155—6—185 .. 80—160	75—5—125 60—80 ..	230—15—350 . 150—7—185—8—225 100—5—155—6—185	60—4—100
2. Workers' Union . . .	260—350 . 230—300 . 150—225 . 100—185 . 80—160 (Rail Motor Driver).	.. .. .. .. ..	85—4—125—5—130 55—3—85	Central Pay Commis- sion scales. .. .. .. ..	.. .. .. .. ..
3. Employees' Association .	225—15—350 . 150—10—220 . 100—10—180 .	100—5—150	85—5—125 60—5—80 ..	185—10—250 . 125—7—160—185 80—5—120/EB—6— 150.	60—4—80/EB— 100. ..
4. Loco Transportation Associa- tion.	200—10—300 . 150—225 . ..	100—185	75—105 . 60—80 45—60	180—10—250	60—4—80

ANNEXURE B-III—contd.

Scale of pay on monthly basis suggested by the various Labour Unions representing Madras, Bombay, Bengal and North India Railways.

—	Drivers.	Shunters.	Firemen and Angwalas or Khalasas.	Guards.	Brakemen.
M. & S. M. RAILWAY.					
1. Employees' Union	200—10—300 150—225	Prescribed scale but without overlapping.	55—130 35—60	..	..
	..	..	55—3—61 (Apprentice)	..	..
2. Running Staff Association	225—15—350 150—10—220	100—5—150	75—5—120 60—5—80	160—15—250 80—10—150	60—5—80 ..
G. I. P. RAILWAY.					
1. Railwaymen's Union	260—350	150—225 (Engine Turner).	100—150	170—225	75—105
	200—300	..	60—80	125—185	60—80
	150—225	80—160	..	..	..
	100—185	75—105 (Engine Turn- ing Angwalas).	..	..	..
	125—185 (Rail Motor Driver).	..	..	..	..
2. Running Staff Organisation	200—15—350 ....	..	100—10—160 55—5—90	150—15—300 ..	80—10—130

ANNEXURE B-III—*contd.*

Scales of pay on monthly basis suggested by the various Labour Unions representing Madras, Bombay, Bengal and North India Railways.

—	Drivers.	Shunters.	Firemen and Angwalas or Khalasis.	Guards.	Brakemen.
B., B. & C. I. RAILWAY.					
1. Employees' Union	300—20—400 170—15—275 100—10—200	100—10—150 (literate) .. 90—5—130 (illiterate)	100—10—150 (literate) .. 70—6—100 (illiterate) 60—90 (literate) 55—75 (illiterate)	200—300 125—200 100—180	75—105
2. Railwaymen's Union	300—450 240—350 200—300	150—225 (Shunting Driver)	100—150 55—130	200—300 150—250 100—200	80—150 55—130 55—70
B. I. AND B. N. RAILWAYS.					
1. E. A. Ry. Employees' Assn.	..	..	..	..	..
2. E. I. Ry. Employees' Assn.	250—300	80—100	75—105 (Metric)	200—10—300	55—105
3. E. I. Ry. Men's Union	150—225	75—105	60—80 (Non-metric)	100—5—125—6—155/ E.B.—6—185.	..
4. B. N. Ry. Employees' Union	100—185	..	40—60 (others)	..	..
5. B. N. Ry. Workers' Assn.	..	..	..	..	..
6. B. N. Ry. Indian Labour Union.	250—10—300 200—10—250 150—10—200	80—5—125	50—5—80 40—3—55 ..	100—10—200	60—5—80
E. P. RAILWAY.					
1. Staff Union	150—10—250—15—400 —20—500.	..	60—5—100—10—150	150—10—300—15—450	..

ANNEXURE C.

Maximum mileages and number of hours worked per month by grade of staff for various Railway Systems.

	Monthly mileage.	Monthly hours of duty.
S. I. RAILWAY.		
Drivers—		
Top Grade	3,500	165
Next Grade	3,500	163
Next Grade	2,200	177
Lowest Grade	2,300	151
Firemen—		
I—A	3,192	..
I—B	1,816	..
Firemen—II	2,100	..
Guards—		
Special Grade	4,000	168
Grade I	3,500	168
Grade II	2,400	161
Grade III	3,200	164
Grade IV	3,200	162
Brakesmen	1,900	171
Motormen	3,100	..
M. & S. M. RAILWAY.		
Drivers—		
Grade I	4,100	212
Grade II	3,500	214
Grade III	3,000	231
Grade IV	2,800	249
Grade V	2,600	220

ANNEXURE C—contd.

Maximum mileages and number of hours worked per month by grade of staff for various Railway Systems.

	Monthly mileage.	Monthly hours of duty.
G. I. P. RAILWAY.		
Drivers—		
Mail and Express	6,000	276
Through Passenger	4,500	212
Goods Main Line	3,300	274
Branch Line Passenger	4,400	233
Lowest Grade	2,400	223
Firemen	4,200	241
Augwallas	4,000	220
Guards—		
Mail and Express	5,900	255
Goods	4,500	234
Branch Line	3,254	250
Lowest Grade working short distance train service	2,600	205
Braksmen	4,900	224
B., B. & C. I. RAILWAY.		
Guards—		
Top Grade.	5,500	243
Next Grade	4,500	200
Next Grade	3,500	240
Brakesmen	2,500	240
Drivers—		
Mail, Express and Passenger	4,200	240
Mixed and Goods	2,700	360
E. P. RAILWAY.		
Drivers—		
Top Grade	3,500	311
Next Grade	3,100	298
Next Grade	2,400	283
Firemen	2,100	274
Guards—		
Grade I	3,400	235
Grade II	3,100	231

ANNEXURE C—conold.

Maximum mileages and number of hours worked per month by grade of staff for various Railway Systems.

	Monthly mileage.	Monthly hours of duty.
E. I. RAILWAY.		
Drivers—		
Top Grade	6,700	230
Next Grade	4,700	244
Last Grade	3,600	300
Firemen	3,600	300
Guards—		
Top Grade	6,000	188
Next Grade	4,800	227
Next Grade	3,000	204
(These figures represent app. the highest level of mileages performed by the Guards on the three Divisions of E. I. Railway, viz., Howrah, Asansol and Moradabad, for which figures were made available).		
NOTE.—No Brakesmen are employed on E. I. Railway. Luggage Guards have recently been employed for this purpose in the lowest Grade.		
B. N. RAILWAY.		
Drivers—		
Top Grade	6,000	280
Next Grade	3,700	307
Last Grade	2,000	319
Firemen	2,100	218
Khelasis	2,057	219
Guards—		
Top Grade (Mail, Express and Passenger)	5,600	..
Next Grade (Goods and Branch)	3,500	..
ASSAM RAILWAY.		
Drivers—		
Mail	4,200	210
Passenger	3,500	194
Passenger and other goods	3,000	175
Guards—		
Mail and Passenger	3,400	180
Goods	2,300	177
Brakesmen . . . . .	..	..

ANNEXURE D.

Estimate of approximate additional Running Staff required on various Railways to implement the adjudicator's Award.

	S. I.			M. & S. M.			G. I. P.			E. R. & C. I.		
	Present strength.	Proposed extra strength.	Per cent. increase.	Present strength.	Proposed extra strength.	Per cent. increase.	Present strength.	Proposed extra strength.	Per cent. increase.	Present strength.	Proposed extra strength.	Per cent. increase.
Drivers	681	95	14	675	290	42	1,079	387	36	359	60	17
Rail Motor Drivers, Motormen, Multiple Unit Drivers, etc.	44	2	5	10	..	..	96	19	20	165	16	10
Shunters	120	..	..	222	270	121	319	137	43	165	11	10
Firemen and Augwallas or Khalasis	1,575	189	13	1,785	659	37	3,176	1,675	34	946	153	17
Guards	810	96	12	561	206	36	1,246	389	31	..	..	..
Breaksmen and Asstl. Guards	205	38	17	371	209	56	356	112	31	..	..	..

	E. P.			O. I.			E. I.			B. N.		
	Present strength.	Proposed extra strength.	Per cent. increase.	Present strength.	Proposed extra strength.	Per cent. increase.	Present strength.	Proposed extra strength.	Per cent. increase.	Present strength.	Proposed extra strength.	Per cent. increase.
Drivers	336	111	33	615	184	30	2,162	606	28	937	504	51
Shunters	235	73	31	168	57	34	1,047	210	20	549	346	63
Firemen and Augwallas or Khalasis	921	284	31	1,749	400	23	5,762	1,920	33	2,932	1,174	40
Guards	603	106	21	599	87	15	2,173	580	27	..	..	..
Breaksmen and Asstl. Guards . . . . .	..	..	..	156	33	21	..	..	..	..	..	..

ANNEXURE E.

Recruitment and Training of Probationary Firemen.

1. *Recruitment* will be made to the highest class of firemen in a probationary capacity.

2. *Qualifications.*—(a) *Age.*—Candidates must be not less than 16 years of age or more than 20 years of age on the 1st of January in the year in which the recruitment is made. This date must be altered to 1st of July if recruitment is made in the latter half of the year.

(b) *Minimum Educational Qualifications.*—Should have passed the Matriculation or Junior Cambridge or an equivalent examination.

(c) *Other Qualifications.*—Must possess mental alertness, powers of observation and good memory. They must be tactful and of good address and have decision of character. Proficiency in games and athletics is a recommendation connoting quickness of perception as well as readiness to keep fit and the knowledge of how to do so.

(d) *Physical Fitness.*—Must possess a robust physique with a minimum height of 5 ft. 4 in. and chest measurement of 30 inches.

3. *Duration of Probation.*—Direct recruit will be on probation for a period of three years including the period of training.

4. *Training* will cover a period of 36 months to be spent in sheds and on the foot plate alternatively on the 'sandwich' principle as under :—

Item.

1.	3 months	Engine cleaning.
2.	3 months	Fire dropping and ash pan cleaning.
3.	3 months	Firing on shunting engines.
4.	3 months	Bench fitting and Engine repairs.
5.	3 months	Machine Shop.
6.	3 months	Open line goods firing as second firemen (not as extra man).
7.	3 months	Open line goods firing as First Firemen (not as extra man).
8.	3 months	Boiler making.
9.	3 months	Boiler washout and tube cleaning.
10.	3 months	Open line firing on Passenger, Mail and Express Trains as second firemen (not as an extra man).
11.	3 months	Open line firing on Passenger, Mail and Express Trains as First Fireman (not as an extra man).
12.	3 months	Assisting engine turning—train ordering, booking of crew and power, etc. General and Subsidiary Rules and Regulations—Working Timetable—Special Station Working Orders, etc. Includes attendance at Area School.

36 months.

5. This training course of 3 years may be reduced by an Administration only if the exigencies of service so necessitate; but in no case shall the time for any item of the course be less than $\frac{1}{3}$ of that specified for each such item.

6. Examination will be held towards the end of the last three months period of training of Probationary Firemen. Retention of Probationary Firemen in service and their advancement as Firemen will depend upon the results of the examination and the character of their work on the foot plate and record of their attendance.

7. They will be eligible for Running Allowances as for Firemen 'A' when firing on foot plate on the open line in respect of their training referred to against items 6, 7, 10 and 11 only.

8. During the period of their training in shed they should not be called upon to work on Sundays, which should be treated as their weekly rest.

9. Attendance at lectures in Schools, extension courses and Ambulance classes would be obligatory as and when arranged by the Administration.

ANNEXURE F.

Recruitment and Training of Guards.

1. *Recruitment* will be made to the lowest class of Guards in a probationary capacity.
2. *Qualifications.*—(a) *Age.*—Candidates must be not below 18 years or more than 25 years of age on the first of January in the year in which the recruitment is made. This date may be altered to the first of July if recruitment is made in the latter half of the year.
- (b) *Minimum Educational Qualifications.*—Candidates should have passed the Matriculation standard or Junior Cambridge or an equivalent examination.
- (c) *Other Qualifications.*—Candidates must possess mental alertness, powers of observation, and good memory. They must be tactful and of good address and have decision of character. Proficiency in games, sports and athletics is a recommendation.
3. *Duration of Probation.*—Direct recruits will remain on probation for a period of one year including three months spent on training as detailed below.
4. *Training.*—During the period of training, recruits will undergo training for a period of not less than one month in an Area School. They must spend not less than six weeks accompanying Guards of Goods trains including Tranship (Van) and Shunting (Section) trains and Ballast trains.
5. *Refresher Courses.*—Periodical refresher courses every five years and promotion courses as necessary will be given in Area Schools up to the age of 45.

APPENDIX A.

Itinerary and the contacts made at the Headquarters of the Railway Administrations.

Date.	Railway.	Station.	Meeting.
6-7-48	S. I. . . .	Trichinopoly . .	Heads of Departments.
7-7-48	S. I. . . .	Trichinopoly . .	General Manager.
8-7-48	S. I. . . .	Trichinopoly . .	Unions.
9-7-48	S. I. . . .	Trichinopoly . .	General Manager.
10-7-48	M. & S. M. . .	Madras	General Manager.
11-7-48	M. & S. M. . .	Madras	Union.
12-7-48	M. & S. M. . .	Madras	Heads of Departments.
13-7-48	G. I. P. . . .	Bombay	Departmental representatives.
14-7-48	G. I. P. . . .	Bombay	Heads of Departments.
15-7-48	G. I. P. . . .	Bombay	Unions.
16-7-48	B., B. & C. I. .	Bombay	Departmental representatives.
17-7-48	B., B. & C. I. .	Bombay	Heads of Departments.
18-7-48	B., B. & C. I. .	Bombay	Union.
19-7-48	G. I. P. and B., B. & C. I.	Bombay	General Managers.
20-7-48	E. P.	Delhi	Departmental representatives.
21-7-48	E. P.	Delhi	Heads of Departments.
22-7-48	E. P.	Delhi	Unions.
23-7-48	O. T.	Gorakhpur . . .	Heads of Departments.
24-7-48	O. T.	Gorakhpur . . .	Unions.
25-7-48	E. I.	Calcutta	Departmental representatives.

APPENDIX A—*contd.*

Itinerary and the contacts made at the Headquarters of the Railway Administrations.

Date.	Railway.	Station.	Meeting.
28-7-48	E. I. . . .	Calcutta . . .	Heads of Departments, and General Manager.
29-7-48	E. I. . . .	Calcutta . . .	Heads of Departments.
30-7-48	B. N. . . .	Calcutta . . .	Heads of Departments.
31-7-48	B. N. & E. I. . . .	Calcutta . . .	Unions.
2-8-48	B. N. . . .	Calcutta . . .	General Manager.
4-8-48	Assam	Pandu	Chief Administrative Officer and Heads of Departments.
5-8-48	Assam	Pandu	General Secretary, B. A. Rly. Employees' Association (Assam zone).

APPENDIX B.

List of the Unions which made the Committee at the Headquarter of the various Railway Administrations.

S. I. Railway—

1. S. I. Railway Labour Union.
2. S. I. Railway Workers' Union.
3. S. I. Railway Employees' Association.
4. S. I. Railway Loco Transportation Association.

M. & S. M. Railway—

1. M. & S. M. Railway Employees' Union.

G. I. P. Railway—

1. G. I. P. Railwaymen's Union (led by Mr. R. A. Khedgiker).
2. National Union of Railwaymen of India and Burma (led by Mr. Fred J. Currrion).

B., B. & C. I. Railway—

1. B., B. & C. I. Railwaymen's Union.
2. B., B. & C. I. Railway Employees' Union (led by Miss Maniben Kara).

E. P. Railway—

1. E. P. Railway Staff Union.
2. E. P. Railway Union (led by Mr. M. Anantasayanam Ayyangar).

O. T. Railway—

1. O. T. Railwaymen's Union.

E. I. and B. N. Railways—

1. B. A. Railway Employees' Association.
2. E. I. Railway Employees' Association.
3. E. I. Railwaymen's Union.
4. B. N. Railway Employees' Union.
5. B. N. Railway Workers' Association.
6. B. N. Railway Indian Labour Union.

Assam Railway—

The General Secretary of the B. A. Railway Employees' Association (Assam Zone) met the Committee on the 5th instant at Gauhati and suggested that they would submit a written memorandum to reach the Committee at Delhi, which was received by the Committee on 11-8-1948.

ANNEXURE.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS.
(Railway Board.)

No. E(R)48CPC/197.

New Delhi, 17th December 1948.

SUBJECT :—Revision of Scales of Pay and Running Allowance Rules of Running Staff.

In paras. 29, 30 and 31 of Part III-C of their Report, the Central Pay Commission recommended certain scales of pay for running staff pending decision by the Board on the question of the running allowance system. The scales were implemented in Board's letter No. E47CPC/22, dated the 25th December 1947, as modified from time to time. Since then several representations have been made to Government regarding the scales of pay and running allowance and the position has also been changed in view of the Award of the Adjudicator. A Committee known as the Running Staff Pay and Allowances Committee was, therefore, appointed to examine and make recommendations on the subject. Their report has been accepted by Government subject to certain amendments. The orders of the Government on the various points are given below :—

I. *Standardization of Nomenclature.*—As a corollary to uniform scales of pay on all railways, the Board have decided that the designations used on the various Indian Government Railways should be standardised. The definition of the categories are given in Appendix 'A' which must be adopted forthwith.

II. (a) Scales of Pay—

	Rs.
Drivers—	
Grade A	260—15—350
Grade B	160—10—300
Grade C	80—5—130—E.B.—8—170*
Shunters—	
Grade A	75—5—105
Grade B	60—2½—70—E.B.—2½—85
Firemen—	
Grade A	60—5—90**
Grade B	50—2—60
Grade C	40—1—50 (II Firemen, Khalasis or Augwallas.)
Guards—	
Grade A	150—7—185—8—225
Grade B	100—5—125—6—155— E.B.—6—185.
Grade C	60—4—120—E.B.—5—170
Brakesmen—	
Grade A	60—5/2—80
Grade B	40—1—50—2—60

(b) A Schedule showing the allotment of existing posts of running staff in the various scales of pay for each railway will follow shortly.

III. *Running Allowance.*—All staff who come on to the above mentioned scales will be governed by the Running Allowance Rules contained in Appendix 'B'.

*NOTE.—(1) Also includes Motormen.

(2) The pay of Shunters, Grade A, who are appointed as Drivers, Grade C, will be subject to a minimum of Rs. 100.

**NOTE.—Also applies to Asstt. Drivers (Electric Traction).

IV. *Date of effect.*—(a) The scales of pay now promulgated will be deemed to be the 'prescribed' scales for running staff and will—for the purpose of fixation of pay and grade—be considered to have been introduced from the 1st January 1947 or the 16th August 1947 as the case may be according to the date from which the Railway servant concerned has elected to come on to the prescribed scales. Actual emoluments on the new basis of pay and running allowances will, however, be earned from 1st January 1949.

(b) The Running Allowance Rules should be brought into effect from the 1st January 1949.

V. *Protection.*—The Board have been pleased to decide that in the case of staff whose pay has been fixed in the obsolescent prescribed scales at a rate higher than that which would be admissible under these orders should be protected by treating the difference as 'personal pay'.

VI. (a) *Option to pre-1931 Entrants.*—The Board have also been pleased to decide that pre-1931 entrants who have already elected for the prescribed scales may now be permitted to opt back for the pre-1931 scales. Other pre-1931 entrants may now opt for the prescribed scales. Such options must be exercised by the 28th February 1949 and will be deemed as final. This is in relaxation of Rule 7 of the Railway Services (Revision of Pay) Rules, 1947, and has the approval of the Governor-General.

(b) *Pre-1931 entrants who do not elect the prescribed scales.*—They will continue to draw the pre-1931 scales of pay applicable to them as well as draw running allowance as hitherto.

This has the approval of the Governor-General.

VII. *Recruitment and Channel of Promotion.*—(a) *Loco. Running Staff.*—It has been decided that there should be two channels of promotion for these staff as under:—

Engine Cleaners.
(Illiterate or semi-literate.)

Trainee Firemen.
(With Matriculation or equivalent qualifications.)

Firemen, Gr. C.

Firemen, Gr. A.

Firemen, Gr. B.

Shunters, Gr. A.

Shunters, Gr. B.

Drivers, Gr. C.

Drivers, Gr. B (by selection).

Drivers, Gr. A (by selection).

(Avenue of further promotions will follow.)

(b) *Traffic Running Staff*.—Direct recruitment should be made to the lowest class of guards; promotions from lower categories may, however, be made up to 50 per cent. of vacancies. Direct recruitment to intermediate grades of guards may be made by the Railway Administrations, if considered necessary and justified.

The Rules regarding recruitment and training of Firemen and Guards and Rules regarding officiating allowance will follow.

K. P. MUSHRAN,
Director, Railway Board.

Addressed to :—

All Indian Government Railways.

Copy to :—

1. The Director, R.C.A.O.
2. General Secretary, I.R.C.A.
3. The Chairmen, All Railway Service Commissions.
4. The Chief Controller of Standardisation, C. S. O.
5. All Indian State Railways and other Class II and III Railways.
6. The General Secretary, All India Railwaymen's Federation, Madras (with 21 spare copies).

Copy forwarded to the Director, Railway Audit (33 spare copies).

D.A. : As stated.

K. P. BHANDARI,
for Financial Commissioner, Railways.

APPENDIX A.

Standardised Nomenclature of Running Staff.

Driver is a person in charge of working locomotives whose work is not restricted to shed or station limit. This term excludes Shunters working either in sheds or traffic yards but includes persons working shuttles pilot or banking engines, assisting engines which work beyond station limits.

Shunter is a person in charge of locomotives employed in shunting within shed or traffic yard limits. The term will include persons now designated on some Railways, as "Shunting Drivers", "Engine Turners (Out-door)", "Engine Turning Augwallas". In future, these designations should be replaced by the designation "Shunter" as the standard designation.

Firemen 'A' would refer to the directly recruited Firemen possessing the prescribed educational qualification, viz., Matric., School Final, or Junior Cambridge.

Firemen, Grades 'B' & 'C' will refer to persons promoted from the ranks of illiterate or semi-literate Engine Cleaners or other shed staff, the higher grade connoting persons employed on firing and the lower grade employed for those breaking coal.

Guards.—The term includes a Railway servant in independent charge of a train and does not include Brakesmen, Underguards or Assistant Guards, etc., who are not required to qualify in guard's duties and do not assume independent charge of a train.

Brakesmen.—The term will refer to Railway servants doing specific duties, such as looking after packages or luggages, distribution of railway dak or otherwise assisting the guards in independent charge of a train. This term will replace the existing designations of Underguard, Assistant Guards, etc.

Motorman.—The term will refer to the driver of a multiple unit train on the electrified sections (Suburban).

Assistant Driver.—The term will refer to the Assistant to an Electric Locomotive Driver.

APPENDIX B.

Rules for Payment of Running and other Allowances to Running Staff.

I. *Title*.—These rules shall be called “The Rules regulating payment of Running and other allowances to Running Staff”.

II. *Definitions*.—For the purpose of payment under these rules, the following definitions shall apply :—

- (1) “Competent Authority” means the Governor-General or any authority to whom power to interpret or amend these rules may be delegated.
- (2) “Day” means a calendar day beginning and ending at midnight, but an absence from headquarters which does not exceed 24 hours shall be reckoned for all purposes as one day at whatever time absence begins or ends.
- (3) “Departmental Train” means train worked on departmental account and includes Ballast train, Material train, and Break-down Relief train.
- (4) “Mileage” means the allowance granted to Running Staff calculated at the rates specified in these rules.
- (5) “Regulations” means the Hours of Employment Regulations in so far as they apply to the Running Staff.
- (6) “Running Allowances” means the allowances ordinarily granted to Non-Gazetted Railway servants for the performance of duty directly connected with charge of moving trains and include a ‘mileage allowance’ or ‘allowance in lieu of mileage’ but excludes special Compensatory Allowances.
- (7) “Running Duties” means duties performed by Running Staff whilst in charge of moving trains or engines including shunting engines.
- (8) “Running Staff” shall refer to railway servants of the classes mentioned below :—

LOCO.

TRAFFIC.

Drivers (includes Motormen & Rail Motor Drivers but excludes Shunters).

Guards.

Shunters.

Brakemen.

Firemen (includes Asstt. Drivers on Electrified Sections).

- (9) “Shunting (Section or Pick up) train” means a scheduled goods train regularly run for picking up and detaching wagons, either loaded or empty, at roadside stations.
- (10) “Stationary appointments” refer to posts exclusive of the classes named under item (8) above.
- (11) “Tranship (Van) train” means a scheduled goods train regularly run for picking up and delivering consignments of smalls at stations. It includes S.Q.T. trains (smalls quick transit trains).
- (12) “Terminal” means station or yard from which trains start after formation or completion of load and does not include roadside stations.

III. *Types of allowances*.—The following allowances shall become payable to running staff in the circumstances specified below :—

- (a) ‘Mileage allowance’ while employed on running duties.
- (b) An ‘allowance in lieu of mileage’ for other than ‘running duties’ such as, journeys on transfer, joining time, attending Enquiries, Law Courts on Railway Business, Ambulance Classes, Volunteer duty in connection with the Territorial or other similar force that may be constituted by Government, Meetings of Railway Institutes, Welfare and Debt Committees, Staff Benefit Fund and Staff Loans Fund Committees, Staff and Welfare Committee Meetings and Medical and Departmental Examinations.

- (c) An 'overtime' payable for additional hours incurred on duty or for breach of Rest at headquarters for turning out on duty before completion of the normal rest period.
- (d) A 'special compensatory allowance' to meet out-of-pocket expenses incurred at outstations due to :—
- Non-provision of running room facilities.
 - Excessive detentions at out stations.
 - Detentions due to accidents.
 - When deputed on relieving duties.
- (e) 'Officiating allowances' when undertaking duties in higher grades of Running Staff or Stationary Appointments.

IV. *Computation of Mileage.*—When running staff are paid on the mileage basis, the amount of 'mileage' earned will be calculated at the following rates per 100 miles :—

	Per 100 miles.	
	Rs.	AS.
(i) Drivers—		
Grade A	4	0
Grade B	3	12
Grade C	3	4
(ii) Firemen—		
Grade A	1	8
Grade B	1	6
Grade C	1	2

NOTE.—The mileage will include light engine mileage between shed and stations before and after working trains provided the distance exceeds 1 mile.

	Per day of 8 hours.	
	Rs.	AS.
(iii) (a) Shunters—		
Grade A	2	8
Grade B	2	0
(b) Firemen employed on firing or shunting engines will receive a fixed allowance per day for each day worked (of 8 hours) at the following rates :—		
	Rs.	AS.
Grade A	1	0
Grade B	0	14
Grade C	0	12
(iv) Guards—		
	Rs.	AS.
Grade A	2	0
Grade B	1	12
Grade C	1	8
(v) Brakesmen—		
Grade A	1	4
Grade B	1	2

These rates include payment for all duties performed from the time of 'signing on' to 'signing off' duty, including engine or train attendance, all incidental detentions, etc., and all shunting (except as provided below) performed on the run :—

Exception.—Shunting performed by train engines at terminals covered by shunting orders will be computed and paid for as follows :—

From the total shunting time will be deducted 15 minutes free allowance and the balance rounded off to the next half-hour and paid at the rate of 8 miles an hour.

N.B.—Train engines should not be employed on shunting at terminals unless unavoidably necessary.

V. *Specially arduous running duties.*—(a) Running staff working slow moving trains, i.e., Tranship Road Vans including S.Q.T. (Smalls Quick Transit trains) and shunting trains (pick up or section) and those working on ghat sections, will be paid a 'mileage allowance', the value of which will be computed as follows :—

First 40 miles at double the mileage, next 40 miles at $1\frac{1}{2}$ times the mileage, balance as for actual mileage.

(b) Running staff working Departmental trains, e.g., Ballast, Material Break-down, and Relief trains, will be paid at $12\frac{1}{2}$ miles per hour of the day subject to a minimum of 50 miles a day.

VI. *Short Branches*.—When Running Staff working short trips of less than 25 miles cannot perform mileage exceeding 50 in a full rostered day, they will be paid 'mileage allowance' the value of which will be computed in accordance with the provisions of Rule V(a) above.

VII. (i) *Less Arduous Duties*.—When Running Staff perform light duties, e.g., learning the road, travelling as a passenger on duty before or after working a train, they will be eligible for mileage as for half the actual miles run or travelled.

(ii) *Waiting Duty*.—Where running staff are rostered on a regular system of waiting duty, such period of waiting before they take charge of trains should be paid for at the rate of 8 miles per hour.

VIII. (i) *Payment of "allowances in lieu of mileage"*.—When on joining time including journeys on transfer, attending Joint Enquiries, Ambulance Classes, Volunteer Duty in connection with the territorial or other similar force that may be constituted by Government, Law Courts, Meetings of Railway Institutes, Welfare and Debt Committees, Staff Benefit Fund and Staff Loans Fund Committees, Staff Council and Welfare Committee Meetings and Medical and Departmental Examination, Running Staff shall be paid an allowance in lieu of mileage, at the following rates for each day or part thereof exceeding 8 hours for which they are so occupied :—

		Per day.	
Drivers—		Rs.	As.
Grade A	.	4	0
Grade B	.	3	12
Grade C	.	3	4
Firemen—			
Grade A	.	1	8
Grade B	.	1	6
Grade C	.	1	2
Shunters—			
Grade A	.	2	8
Grade B	.	2	0
Guards—			
Grade A	.	2	0
Grade B	.	1	12
Grade C	.	1	8
Brakemen—			
Grade A	.	1	4
Grade B	.	1	2

This allowance will not accrue on any day on which the employee has started a trip of duty.

(ii) When attendance is required at any station other than the Headquarters of the employee, he will also be eligible for officiating allowance, orders regarding which will follow.

IX. (i) *Over hours on duty*.—Running staff will be eligible for overtime in respect of additional hours incurred on duty only in accordance with such Regulations, as may be in force from time to time, laying down the maximum hours of their duty and at the rates prescribed therein.

(ii) *Breach of Rest Allowance*.—This allowance will be granted to railway staff who are detailed for running duty before completing 12 hours rest at headquarters, provided it is immediately proceeded by a full term of 8 hours duty. As far as possible Running Staff should be given 12 hours rest at home station on completion of a day's work of not less than 8 hours, but no member of the Running Staff should be called up for running duty at headquarters station if he has not enjoyed at least 6 hours' clear rest. The Breach of Rest Allowance will be payable at the rate of $1\frac{1}{2}$ hours for every hour or part of an hour by which rest availed of actually falls short of 12 hours; period of less than $\frac{1}{2}$ hour should be disregarded and more than $\frac{1}{2}$ hour should be rounded off to an hour, for the purpose of this rule.

X. Special Compensatory Allowances.—(1) *Allowance in lieu of Running Room facilities.*—Where running rooms are not provided, running staff may be paid a compensatory allowance at the following rate per 24 hours or part thereof, reckoned from the time of 'signing off' at the station :—

	Rs.	As.
Drivers	1	0
Firemen	0	8
Guards	1	0
Brakesmen	0	8

(ii) *Outstation (Detention) Allowance.*—When staff are detained at outstations for more than 16 hours from the time they sign off duty, payment will be made for every 24 hours or part thereof after the expiry of 16 hours from the time of 'signing off' at the rates indicated below :—

(a) *At outstations where running rooms are provided—*

	Rs.	A.
Drivers	1	8
Firemen—		
Grade A	0	10
Grades B & C	0	8
Guards	1	0
Brakesmen	0	8

(b) *At outstations where running rooms are not provided.*—The staff will be eligible in addition for the 'allowance in lieu of running room facilities, referred to in (i) above.

(iii) *Accident Allowance.*—When trains are held up at any station other than headquarters of the staff concerned (due to accident for a period exceeding 8 hours) the Running Staff so detained will be paid at the rate of Outstation (Detention) Allowance for every 24 hours or part thereof, reckoned from the time of commencement of detention.

(iv) *Outstation (Relieving) Allowance.*—This will be paid to Running Staff deputed to work temporarily to stations outside their headquarters; payments will be made at the rates as for Outstation (Detention) Allowance for each day reckoned from the date of arrival at the outstation.

XI. Amendments.—No amendments may be made to these rules without the sanction of the competent authority. The power to interpret these rules is reserved to the Competent Authority.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS.
(Railway Board.)

CORRIGENDUM.

No. E(R)48CPC/197.

New Delhi, dated the 19th February 1949.

In Appendix 'A' of Board's letter No. E(R)48CPC/197, dated the 17th December 1948, substitute the words "Cambridge School Certificate" for the words "Junior Cambridge" in line 2 against Firemen 'A'.

D. A. : Nil.

P. K. M. MENON,
Deputy Director, Railway Board.

To

All Indian Government Railways.

Copy to :—

1. The Director, R. C. A. O.
2. General Secretary, I. R. C. A.
3. The Chairmen, All Railway Service Commissions.

4. The Chief Controller of Standardisation, C. S. O.
5. All Indian State Railways and other Class II and III Railways.
6. The General Secretary, All-India Railwaymen's Federation, Madras (with 21 spare copies).

No. E(R)48CPC/197.

New Delhi, dated the 19th February 1949.

Copy forwarded to the Director, Railway Audit (33 spare copies).

D. A. : As above.

P. K. M. MENON,
Deputy Director, Railway Board.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS.
(Railway Board.)

WIRELESS.

No. E(47)CPC/197.

New Delhi, dated the 18th December 1948.

To

GENEIRLY, CALCUTTA (G.M., E. I. Rly., Calcutta).
GEOLOGY, CALCUTTA (G. M., B. N. Rly., Calcutta).
AGRIPPA, BOMBAY (G. M., G. I. P. Rly., Bombay).
BOMBARODA, BOMBAY (G. M., B., B. & C. I. Rly., Bombay).
NORWESTER, GORAKHPUR (G. M., O. T. Rly., Gorakhpur).
FREIGHT, MADRAS (G. M., M. & S. M. Rly., Madras).
SILVIA, TRICHINOPOLY (G. M., S. I. Rly., Trichinopoly).
RAILSAM, PANDU (C. A. O., Assam Rly., Pandu).
C. A. O. E. P. Rly., Delhi.

E (47) CPC197 (.) Reference para. II(b) of Board's letter No. E (R)48CPC/197 dated 17th December 1948 (.) You are authorised to allot the existing posts of Drivers, Shunters, Firemen, Augwallas, Guards and Brakesmen to the various grades included in that letter on the following basis (.) Working posts of drivers and guards required for mail and express links should be allotted Grade A, those required for through main line passenger trains should be allotted to Grade B and all the rest to Grade C (.) For Firemen which expression will in future include Augwallas the number of posts to be filled by the direct appointment of Matriculates should be determined by the anticipated wastage in the higher grades of drivers, inspectors etc. (.) Of the remaining working posts those required only for actual firing should be placed in Grade B and the rest in Grade C (.) Firemen Grade A will be promoted directly as Shunters Grade A, and the number of posts of Shunter Grade A should be so fixed as to provide about five years' service in the grade before further promotion to the rank of drivers (.) Working posts of Brakesmen should be in Grade B, except for some posts to be created in Grade A to provide a channel of promotion (.) For the present this number should not exceed the posts previously created in Grade A on the introduction of the prescribed Scales of pay. For the Matriculates already appointed directly as Brakesmen by the M. S. M. Railway the required number of supernumerary posts may be created in Grade A to accommodate the men (.) Casualties will, however, be replaced by promotion from Class IV to Brakesmen Grade B (.) The allocations made by you must be accepted by your F. A. & C. A. O. as in accordance with this Directive before sanctions issue (.)

RAILWAYS.

By Air Mail.

Copy by post in confirmation.

P. K. M. MENON,
for Director, Railway Board.

P. K. M. MENON,
for Director, Railway Board.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS.
(Railway Board.)

WIRELESS POST COPY DESPATCHED ON 3rd January, 1949.

All Indian Government Railways.

No. E(R)48CPC/197, Reference para. IV(a) and (vi)(a) of Board's letter No. E(R)48CPC/197 of 17th December 1948 (.). The Board have decided that payments to Running Staff electing prescribed scales of pay for the period from 1-1-1947 or 16-8-1947 as the case may be up to 31-12-1948 should be at the obsolescent prescribed scales and according to the existing that is, pre RSPAC running allowance rules with the ceiling prescribed by the Central Pay Commission.

This disposes of M. & S. M. Railway's wireless message No. E3245/Q of 24th December 1948 and S. I. Railway's wireless message No. PB (G) 1/4 of 1st January 1949.

RAILWAYS.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS.
(Railway Board.)

WIRELESS.

No. E(R)48CPC/197.

New Delhi, 6th January 1949.

To

ALL THE GENERAL MANAGERS AND THE CHIEF ADMINISTRATIVE OFFICERS,
INDIAN GOVERNMENT RAILWAYS.

E(R)48CPC/197 (.). Reference Wireless E (47)CPC/197 of 18th December 1948, regarding pay and allowances to Running Staff (.). It is not the intention that any post-1931 entrants should draw less total emoluments under new system of payment than they actually drew before 1-1-1949 for equivalent mileage performed (.). You should reassure staff concerned on this point (.). If however individual cases are likely to occur where total emoluments for same mileage are less under new system than under old please refer such cases with details and your recommendation in consultation with F. A. & C. A. Os. to Board without delay (.).

सत्यमेव जयते RAILWAYS.

Copy by Air Mail in confirmation.

P. K. M. MENON,
Deputy Director, Railway Board.

No. E(R)48CPC/197.

New Delhi, dated 16th February 1949.

Copy forwarded to :—

- (1) The Director, Railway Clearing Accounts Office.
- (2) General Secretary, I. R. C. A.
- (3) The Chairmen, All Railway Service Commissions.
- (4) The Chief Controller of Standardization, Central Standards Office for Railways.
- (5) All Indian State Railways and other Class II and III Railways.
- (6) The General Secretary, All-India Railwaymen's Federation, Mylapore, Madras (with 21 spare copies).

D. A. : Nil.

P. K. M. MENON,
Deputy Director, Railway Board.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS.
(Railway Board.)

IMMEDIATE.

No. ER48CPC/197.

New Delhi, dated 29th January 1949.

SUBJECT.—Revision of Scale of Pay and Running Allowance Rules of Running Staff.

Reference is invited to Board's wireless message No. E(R)48CPC/197, dated the 6th January 1949, wherein it has been stated that it is not the intention that any post-1931 entrant should draw less emoluments under the new system of payment than he actually drew before the 1st January 1949, for equivalent mileage performed. It will be clear that such protection does not apply to the pre-1931 entrants. The Board have carefully considered the matter and have been pleased to issue the following tentative orders so that the protection may be applied pending receipt of your considered recommendations on the subject and promulgation of final orders :—

2. The protected emoluments should be calculated on the basis of :—

(a) "PAY" in the interim prescribed scale (i.e., C. P. C. scales).

(b) "RUNNING ALLOWANCE" to be taken as Running Allowance (including mileage, overtime, etc., which were hitherto included under that term for the purpose of Provident Fund Rules) admissible to the Railway servant prior to the 1st January 1949 under the then existing Running Allowance Rules, calculated *pro forma* on the basis of the pay in the post-1931 scales, which the Railway servant would have drawn but for the introduction of interim prescribed scales.

3. The following types of cases are likely to arise, e.g., in the case of a driver now working on the passenger service :—

I. Where he has worked on the same type of service during the year 1948, i.e., he has worked during this year —

(a) entirely on passenger service, or

(b) partly on passenger service and partly on goods service, and

II. Where he has not worked on the same type of service during the year 1948, i.e., he did not work on a passenger service at all and worked say on goods service only throughout the year 1948.

In the case of I (a) the basic protected emoluments will be the pay and running allowance as defined in para. 2, for the month of December 1948 if he has worked for the entire month. If he has not been on duty for the entire month of December 1948 then the pay and running allowance will be calculated for the month immediately preceding in which he was on duty for the entire period.

In the case of I (b) the basic protected emoluments will be calculated for the latest complete month for which he has worked on passenger service. If he has not worked for a complete month on the passenger service for any month during 1948, the basic protected emoluments will be worked out for that month in 1948 during which he has worked for the longest period on the passenger service and an assumed proportionate figure for the full month worked out.

In the case of II basic protected emoluments will be on the basis of the pay and running allowance for December 1948 if he has been working for the whole of the month, otherwise the figures will be calculated for the month immediately preceding in which he has been on duty for the entire period. As the driver has not worked on the passenger service in 1948 the basic emoluments for the purpose of protection will be based only on the earnings for the goods service.

4. The procedure for working out the actual protected emoluments for each employee for each month will, therefore, be as follows :—

(1) Basic figures for the representative month should be kept on record for each railway servant under—

(a) the basic pay under the interim prescribed scales (C. P. C. scales) for each type of service.

(b) the mileage for each type of service.

NOTE.—Figures for mileage should be the assumed mileage for which the payment is made and not the actual mileage performed.

(c) the corresponding Running Allowance based on the above mileage on the basic pay that would have been drawn by the employee but for the introduction of the C. P. C. scales.

(d) the total hypothetical emoluments for each type of service.

(2) From the 1st January 1949 basic pay and running allowance will be calculated under the new rules.

(3) The hypothetical Running Allowance recorded under item (1) (c) will be modified to correspond to the actual mileage performed during the month for which payment has to be made and to this will be added the basic pay recorded under item (1)(a). The total thus arrived at will be the protected emoluments for that month.

NOTE.—On Grounds of simplicity, no particular modification need be made due to the difference in the number of days in the month for which payment is being made and the month of reference.

(4) If the emoluments under item (2) exceed those under item (3), the former will be paid to the employee.

(5) If the protected emoluments exceed the emoluments arrived at under item (2), the difference will be added as a lump sum to the Running Allowance calculated for the month under the new rules and payment made accordingly. To illustrate, an example is given below :—

	Rs.
'A' was working as goods driver in Dec. 1948 as well as in January 1949 for the entire month—	
A's basic pay under the C. P. C. scales for December 1948 is	200
His hypothetical running allowance for December 1948 for 3,000 miles as worked out previously, is	160
Total emoluments	360
A's basic salary for January 1949 is	220
His running allowance for January 1949 under the new rules for 3,200 miles is	120
Total emoluments	340
Proportionate increase in Running Allowance drawn on the old basis for Rs. 3,200	
3,200 miles would be $\frac{3,200}{3,000} \times 160 =$	160
'Protected' emoluments will, therefore, be Rs. 200 plus 160, i.e.	360
As this is more than Rs. 340 the pay bill for January 1949 will show the position as under :—	
Basic pay	200
Running allowance	120
Lump sum addition	40
Total emoluments	360

5. This has the sanction of the Governor-General.

K. P. MUSHRAN,
Director, Railway Board.

Addressed to :—

All Indian Government Railways.

Copy to :—

1. The Director, R. C. A. O.
2. General Secretary, I. R. C. A.
3. The Chairmen, All Railway Service Commissions.
4. The Chief Controller of Standardisation, C. S. O.
5. All Indian State Railways and other Class II and III Railways.
6. The General Secretary, All India Railwaymen's Federation, Madras (with 21 spare copies).

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS.

(Railway Board.)

BY WIRELESS.

To

Despatched on the 11th February 1949.

All Indian Govt. Railways,

No. ER48CPC/197 (.) Reference example worked under para. 4 of Board's letter of even No. dated 29th January (.) In the bill for January 1949 the figures to be shown will be basic pay Rs. 220 repeat 220 Running Allowance Rs. 120 repeat 120 and lump sum addition Rs. 20 repeat 20 respectively (.) Modify accordingly.

RAILWAYS.

P. K. M. MENON,

for Secretary, Railway Board.

No. ER48CPC/197.

New Delhi, dated the 11th February 1949.

Copy to:—

1. Director, Railway Clearing Accounts Office.
2. General Secretary, Indian Railway Conference Association.
3. Chairmen, All Railway Service Commissions.
4. Chief Controller of Standardization, Central Standards Office for Railways.
5. All Indian State Railways and other Class II & III Railways.
6. General Secretary, All-India Railwaymen's Federation (with 21 spare copies).

P. K. M. MENON,

Deputy Director, Railway Board.

D. A.: As above

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS.
(Railway Board.)

No. E(R) 48CPC/197-Pt. II.

New Delhi, dated the 3rd February 1949.

To

The General Manager, M. & S. M. Railway.

SUBJECT.—Payment of arrears to running staff consequent on the elections of the Prescribed Scales.

Reference your telegram No. E3245/Q, dated the 8th January 1949. The question of payment of arrears in the case of pre-1931 running staff who did not elect the prescribed scales originally but now do so, does not arise. Similarly in the case of pre-1931 entrants who elected the obsolescent prescribed scales originally but now opt back to pre-1931 scales no arrears should be paid on the obsolescent prescribed scales from the 1st January 1947 or the 16th August 1947 to the 31st December 1948; overpayments already made should, however, be waived.

This has the approval of the Governor-General.

P. K. M. MENON,

Deputy Director, Railway Board.

D. A.: Nil.

No. E(R)48CPC/197-Pt. II.

Dated 3rd February 1949.

Copy forwarded to all other Indian Government Railways for information and guidance.

P. K. M. MENON,

Deputy Director, Railway Board.

D. A.: Nil.

No. E(R)48CPC/197-Pt. II.

Dated the 3rd February 1949.

Copy forwarded to the D. R. A. with 22 spare copies.

K. S. BHANDARI,
for Financial Commissioner, Railways.

D. A.: Nil,

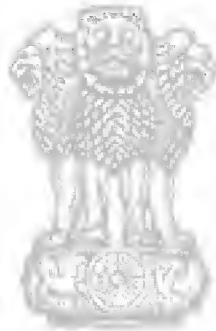
No. E(R)48CPC/197-Pt. II.

Dated the 3rd February 1949.

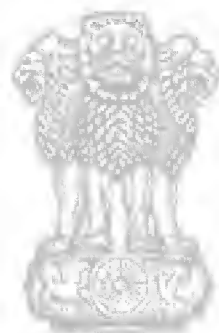
Copy to the General Secretary, A. I. R. F., Mylapore, Madras.

P. K. M. MENON,
Deputy Director, Railway Board.

D. A.: Nil.



सत्यमेव जयते



सत्यमेव जयते